

Table 1.1 Four Measures of Gender Equality, Country Rankings, Mid-1990s

	Employment (1 to 21)	Full-Time Work (1 to 15)	Occupational Integration (1 to 18)	Wage Equality (1 to 12)
Sweden	1	14	6	8
Finland	2	—	14	6
Denmark	3	—	13	—
United States	4	3	4	10
Norway	5	—	—	—
United Kingdom	6	13	15	12
Czech Republic	7	1	9	—
Canada	8	8	5	9
Australia	9	12	8	5
Austria	10	6	12	4
Russian Federation	11	4	18	—
France	12	7	16	3
Luxembourg	13	9	17	—
Netherlands	14	15	2	7
Germany	15	11	11	11
Slovenia	16	—	3	—
Hungary	17	2	7	—
Belgium	18	10	1	2
Poland	19	—	—	—
Italy	20	5	—	1
Spain	21	—	10	—

Source: Luxembourg Income Study (LIS 2003).

Notes: Data for rankings appear in table A.1. Employment is ranked 1 for highest employment rates. Full-time work is ranked 1 for highest percentage of employed women working full-time. Occupational integration is ranked 1 for most integrated. Wage equality is ranked 1 for the greatest equality in wages. Using the full sample in table A.1, the correlation between women's employment and full-time work is .03, between women's employment and occupational integration .12, between women's employment and wage equality $-.25$, between full-time work and occupational integration $-.35$ ($p < .05$), between full-time work and wage equality .19, and between occupational integration and wage equality .01.

Table 2.1 **The Theoretical Framework**

	Inclusion	Exclusion
Equality	Conditions foster high levels of female employment by relieving women of the demands of child-rearing. Reduced domestic demands foster equality in hours worked, occupation, and pay among the employed.	Conditions foster low levels of female employment by establishing ideal-worker norms inconsistent with the demands of child-rearing. Gender-neutral employment protections, however, foster equality in hours worked, occupation, and pay among the employed.
Inequality	Conditions foster high levels of female employment by promoting flexible working arrangements that allow women to combine employment with disproportionate responsibility for child-rearing. Expectations of gender specialization at home and at work foster inequality in hours worked, occupation, and pay among the employed.	Conditions foster low levels of female employment by concentrating the demands of child-rearing within the home. Expectations of gender specialization at home and at work foster inequality in hours worked, occupation, and pay among the employed.

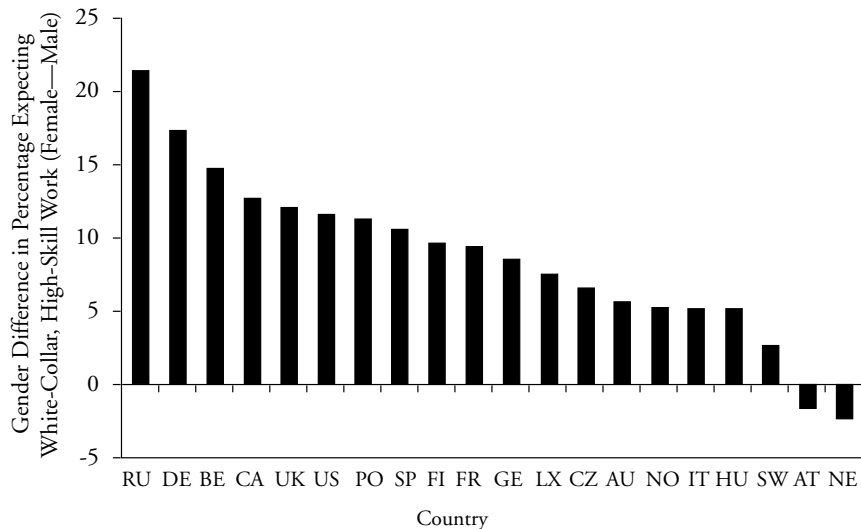
Source: Authors' compilation.

Table 2.2 **Macro-Level Conditions, by Country, Mid-1990s**

	Percentage of Part-Time Workers	Percentage of Children Age Zero to Two in Public Child Care	Union Density	Parental Leave Weeks
Australia	21%	2%	43%	0
Austria	13	3	37	112
Belgium	14	30	60	67
Canada	19	5	33	25
Czech Republic	6	1	30	214
Denmark	23	48	76	28
Finland	7	32	75	160
France	15	23	9	162
Germany	16	11	27	162
Hungary	5	9	20	160
Italy	6	6	32	48
Luxembourg	8	3	50	16
Netherlands	36	8	23	68
Norway	27	20	53	64
Poland	11	5	15	108
Russian Federation	4	15	69	166
Slovenia	8	14	41	56
Spain	5	5	9	162
Sweden	24	33	88	85
United Kingdom	22	2	34	18
United States	19	5	14	12

Source: See Methodological Appendix.

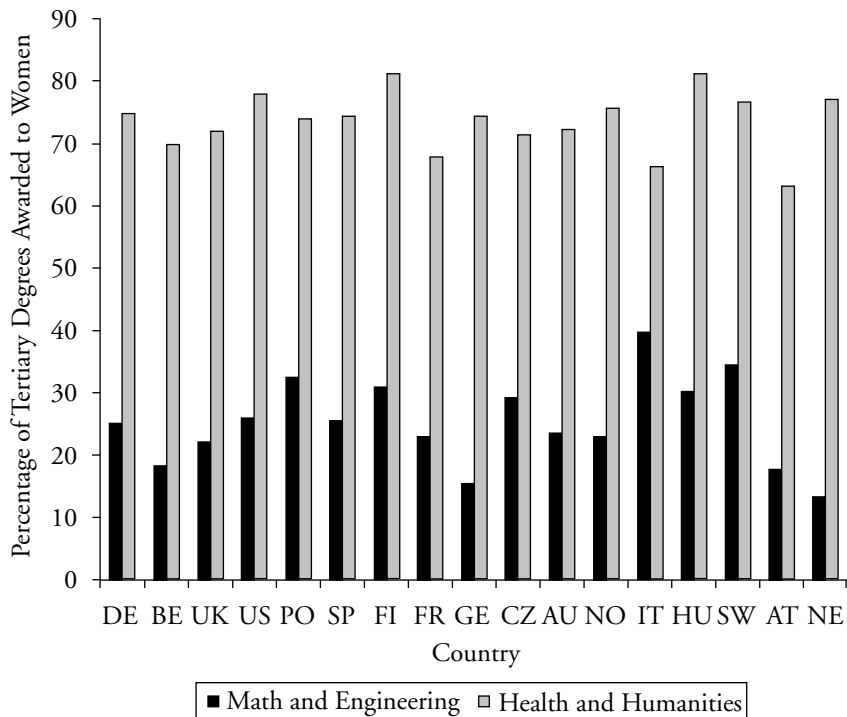
Figure 2.1 Gender Differences in Occupational Expectations at Age Fifteen, by Country, 2000



Source: Organization for Economic Cooperation and Development (OECD 2004).

Note: See country abbreviations in figure A.1.

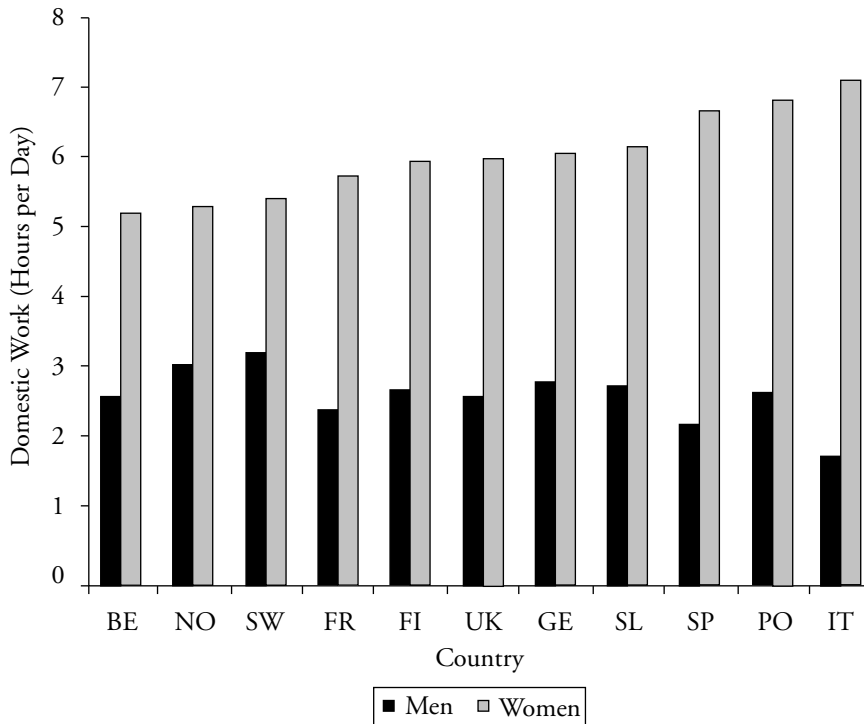
Figure 2.2 Tertiary Degrees Awarded to Women, by Subject, by Country, 2002



Source: Organization for Economic Cooperation and Development (OECD 2004).

Note: See country abbreviations in figure A.1.

Figure 2.3 Hours of Domestic Work per Day, by Country and Sex, for Couples with Children Ages Zero to Six, Around 2000



Source: Harmonized European Time Use Study (HETUS 2005–2007).

Note: See country abbreviations in figure A.1. Table produced June 24, 2008. Data subset by twenty to seventy-four years old, couples (married or cohabiting) with youngest child zero to six years old.

Table 3.1 Employment of Women and Men, by Parental Status and Education, Mid-1990s

Country	Year	Women				Men			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Austria	1994	59%	78%	57%	66%	80%	91%	91%	87%
Australia	1994	59	77	44	66	81	88	86	85
Belgium	1997	48	62	62	53	70	72	90	75
Canada	1994	63	72	57	68	74	79	83	78
Czech Republic	1996	63	75	37	80	80	88	92	86
Denmark	1992	72	86	76	82	79	90	91	87
Finland	1995	59	74	50	74	64	80	84	75
France	1994	56	60	57	64	73	71	88	80
Germany	1994	58	74	40	66	78	86	89	87
Hungary	1994	50	80	36	67	64	87	76	68
Italy	1995	41	74	48	44	68	80	88	76
Luxembourg	1994	48	57	43	46	87	90	100	96
Netherlands	1994	55	76	52	56	77	86	94	83
Norway	1995	66	80	66	71	81	87	94	82
Poland	1995	45	59	40	59	65	71	79	75
Russian Federation	1995	59	67	50	72	75	79	81	81
Slovenia	1997	55	83	72	68	66	83	82	76
Spain	1990	29	46	28	29	73	72	86	77
Sweden	1995	76	86	81	85	79	84	91	95
United Kingdom	1995	63	76	48	71	76	85	83	83
United States	1994	67	76	58	72	82	87	88	83
Mean		57	72	52	65	75	83	88	82

Source: Luxembourg Income Study (LIS 2003).

Table 3.2 Cross-National Variability in Logistic Regression Predicting Employment

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Mean	1.07	-0.64	-0.29	0.74	0.23	-0.04
Median	1.09 (RF00)	-0.56 (US94)	-0.28 (HU94)	0.73 (CA97)	0.24 (US74)	-0.04 (LX97)
Minimum	-0.35 (GE84)	-2.79 (CA96)	-0.61 (NE91)	-0.34 (FR89)	-0.59 (LX94)	-0.35 (BE88)
Maximum	2.45 (SL97)	0.78 (SW92)	-0.04 (DE92)	2.56 (HU94)	1.26 (NO95)	0.38 (AT97)

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income. See country abbreviations in figure A.1.

Table 3.3 The Association Between National Conditions and Mean Employment Levels

	Women	Men
Intercept	33.856*	85.143*
Year	0.742*	-0.202 ⁺
Gender egalitarianism		
Women in parliament	-26.386	-3.330
Economic conditions		
Unemployment	-118.102*	-104.707*
Service-sector growth	153.032*	22.116
Per capita GDP growth	-100.848*	-1.807
Mechanisms of inclusion		
Maternity leave and inequality	31.239*	-2.379
Part-time employment and equality	51.325*	21.998*
Child care	22.563 ⁺	-6.912
Mechanisms of exclusion and equality		
Union density and inequality	2.842	8.019 ⁺
Parental leave	1.196	-0.383
Adjusted <i>R</i> -squared	0.483	0.558

Source: Luxembourg Income Study (LIS 2003).

Note: * *T*-ratio ≥ 2 ; ⁺*T*-ratio ≥ 1.8

Table 3.4 The Association Between National Conditions and Factors Predicting Employment

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Intercept	1.089*	0.071	-0.543*	0.167	0.725*	-0.093
Year	0.049*	0.065*	-0.003	0.034*	0.007	0.000
Part-time employment	1.466	-0.962	-0.673*	-0.531	-0.597	-0.381
Child care	2.111*	4.493*	0.081	0.077	1.095*	-0.076
Union density	-0.487	-0.610	-0.032	0.211	-0.264	0.085
Parental leave	-0.183	-0.765*	-0.034	-0.253+	-0.083	-0.008

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income at the individual level and women's employment, service-sector growth, per capita GDP, unemployment, maternity leave, women in parliament, and year at the country level.

**T*-ratio ≥ 2 ; +*T*-ratio ≥ 1.8

Table 3.5 Trends in Women's Employment Rates in the United States and West Germany

	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
United States				
1986	63%	74%	54%	66%
1991	71	81	62	76
1994	67	76	58	72
1997	69	77	62	73
2000	75	81	69	78
West Germany				
1984	49	68	38	50
1989	54	69	39	57
1994	58	67	37	62
2000	67	76	45	77

Source: Luxembourg Income Study (LIS 2003).

Table 3.6 Logistic Regression Predicting Women's Employment in the United States and West Germany

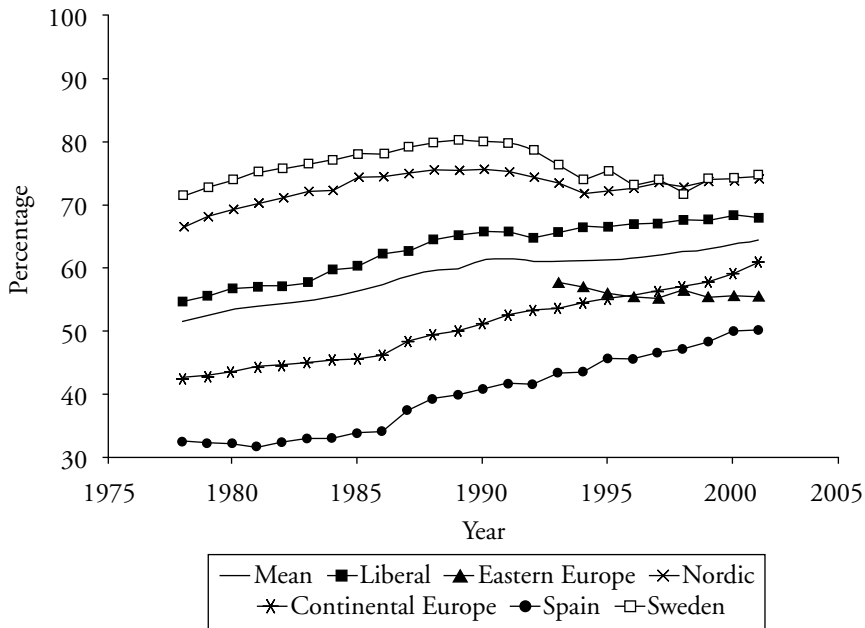
	High Education			Youngest Child Age Zero to Three			Number of Children		
	Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval	
United States									
1986	1.35*	1.20	1.49	-0.52*	-0.68	-0.36	-0.24*	-0.30	-0.19
1991	1.37*	1.30	1.44	-0.69*	-0.77	-0.62	-0.22*	-0.24	-0.19
1994	1.22*	1.15	1.29	-0.56*	-0.63	-0.48	-0.21*	-0.24	-0.18
1997	1.18*	1.11	1.26	-0.50*	-0.58	-0.42	-0.18*	-0.21	-0.15
2000	1.25*	1.18	1.33	-0.47*	-0.56	-0.39	-0.15*	-0.17	-0.12
West Germany									
1984	0.89*	0.56	1.21	-0.78*	-1.09	-0.47	-0.49*	-0.60	-0.27
1989	0.81*	0.47	1.15	-1.02*	-1.39	-0.65	-0.40*	-0.54	-0.26
1994	0.89*	0.52	1.26	-1.35*	-1.77	-0.94	-0.51*	-0.63	-0.38
2000	0.45*	0.23	0.67	-1.72*	-2.01	-1.44	-0.29*	-0.41	-0.18

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income.

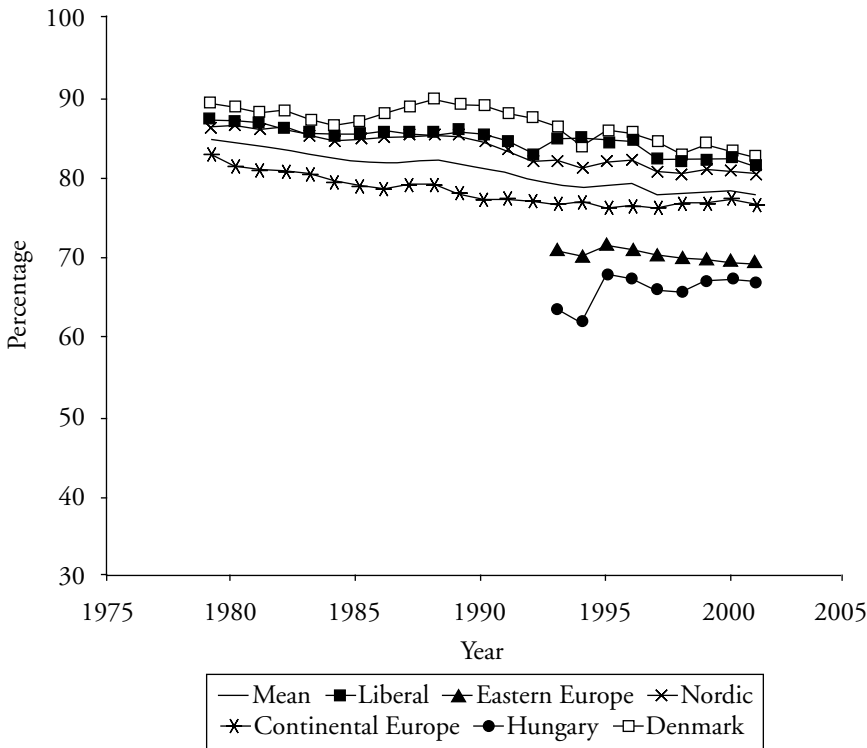
* $p < .05$

Figure 3.1 Trends in Women's Labor Force Participation, 1978 to 2001



Source: Organization for Economic Cooperation and Development (OECD 2002).

Figure 3.2 Trends in Men's Labor Force Participation, 1978 to 2001



Source: Organization for Economic Cooperation and Development (OECD 2002).

Table 4.1 Full- and Part-Time Employment of Women, by Parental Status and Education, Mid-1990s

Country	Year	Full-Time				Part-Time			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Austria	1994	42%	52%	37%	44%	18%	26%	23%	24%
Australia	1994	33	49	15	29	20	21	21	30
Belgium	1997	31	42	37	30	16	21	26	23
Canada	1994	43	50	36	44	20	22	22	25
Czech Republic	1996	62	72	33	82	5	6	5	7
Finland	1991	70	78	64	82	8	9	10	9
France	1994	39	44	40	42	16	15	17	19
Germany	1994	38	51	17	36	20	23	22	30
Hungary	1994	41	57	31	57	5	19	4	7
Italy	1995	30	33	32	31	12	67	16	14
Luxembourg	1994	32	41	23	23	15	15	21	22
Netherlands	1994	24	42	10	12	31	34	43	45
Russian Federation	1995	40	43	32	50	14	19	12	16
Sweden	1995	36	49	33	39	28	25	33	30
United Kingdom	1995	32	45	16	25	23	21	24	34
United States	1994	55	62	47	55	19	21	21	24
Mean		41	51	31	43	17	23	20	22

Source: Luxembourg Income Study (LIS 2003).

Table 4.2 Full- and Part-Time Employment of Men, by Parental Status and Education, Mid-1990s

Country	Year	Full-Time				Part-Time			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Austria	1994	77%	80%	89%	85%	3%	11%	2%	2%
Australia	1994	64	74	69	66	5	5	3	6
Belgium	1997	64	62	81	70	4	8	6	3
Canada	1994	67	72	80	71	8	8	4	8
Czech Republic	1996	84	89	92	91	2	2	1	2
Finland	1991	79	85	92	89	4	4	3	3
France	1994	62	59	78	66	4	5	3	4
Germany	1994	76	80	85	82	3	7	3	4
Hungary	1994	71	72	87	55	2	7	2	1
Italy	1995	51	61	61	72	5	28	6	5
Luxembourg	1994	81	86	96	90	2	3	1	1
Netherlands	1994	70	78	89	76	8	8	5	7
Russian Federation	1995	57	59	61	62	9	11	8	9
Sweden	1995	52	61	74	69	13	11	9	5
United Kingdom	1995	55	66	60	61	3	3	2	4
United States	1994	80	85	88	82	9	8	5	9
Mean		68	73	80	74	5	8	4	5

Source: Luxembourg Income Study (LIS 2003).

Table 4.3 Cross-National Variability in Multinomial Logistic Regression Predicting Full- and Part-Time Employment

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Full-time						
Mean	1.11	-0.85	-0.47	0.74	0.15	-0.06
Median	1.15	-0.64	-0.42	0.76	0.16	-0.07
Minimum	(AU85/IT91) -0.24	(CN87/US91) -3.39	(CN87/IT91) -0.94	(CN97/CZ96) -0.16	(FI91/NE94) -0.68	(US74/LX97) -0.36
Maximum	(GE84) 2.10	(CZ96) 0.81	(NE94) -0.14	(FR94) 2.07	(UK86) 1.19	(BE88) 0.39
	(BE92)	(BE97)	(HU91)	(HU94)	(BE88)	(AT97)
Part-time						
Mean	0.95	-0.56	-0.07	1.60	0.02	-0.04
Median	0.85	-0.56	-0.03	1.04	0.02	-0.02
Minimum	(RF95/CA97) 0.00	(GE89/US86) -3.37	(HU84/UK96) -0.30	(US94/US00) -0.31	(RF95/US74) -1.86	(CA94/US91) -0.58
Maximum	(LX00) 3.33	(CZ96) 0.95	(GE84) 0.23	(UK95) 21.04	(AT94) 1.46	(BE97) 0.43
	(HU94)	(BE88)	(HU91)	(LX94)	(BE88)	(LX00)

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income. See country abbreviations in figure A.1.

Table 4.4 The Association Between National Conditions and Mean Full-Time and Part-Time Employment Levels

	Full-Time		Part-Time	
	Women	Men	Women	Men
Intercept	34.734*	97.291*	-1.520	1.615
Year	0.855*	-0.251	0.164*	0.018
Gender egalitarianism				
Women in parliament	-27.987	28.080	15.288	4.891
Economic conditions				
Unemployment	-126.804*	-197.815*	19.653	4.970
Service-sector growth	138.178 ⁺	-36.890	15.561	53.688 ⁺
Per capita GDP				
Growth	-120.800*	46.533	0.879	-26.025
Mechanisms of inclusion				
Maternity leave	26.792	-23.826 ⁺	-4.280	3.286
and inequality				
Part-time employment	-23.817	-21.007	64.989*	4.242
and equality				
Child care	23.842	-1.323	-10.930	1.002
Mechanisms of exclusion				
and equality				
Union density	-18.228	-10.661	9.482*	1.361
and inequality				
Parental leave	1.589	2.293	-1.398	-0.889
Adjusted <i>R</i> -squared	0.201	0.561	0.756	0.057

Source: Luxembourg Income Study (LIS 2003).

**T*-ratio ≥ 2 ; ⁺*T*-ratio ≥ 1.8

Table 4.5 The Association Between National Conditions and Factors Predicting Full- and Part-Time Employment

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Full-time						
Intercept	1.016*	-1.711 ⁺	-0.649*	0.519	0.990*	-0.024
Year	0.045*	0.093*	-0.002	0.019	0.011	-0.001
Part-time employment	2.428*	-3.335	-1.663*	-0.386	-2.577*	-0.376
Child care	2.850*	5.710*	0.354	-0.829	2.969*	-0.548*
Union density	-0.941*	0.312	-0.177	-0.422	-0.073 ⁺	0.000
Parental leave	-0.224	-0.981*	-0.058	-0.109	-0.266 ⁺	0.025
Part-time						
Intercept	2.125*	-0.331	-0.358*	2.923*	1.338*	0.170
Year	0.043 ⁺	0.052*	-0.004	0.018	0.007	0.005
Part-time employment	-3.225 ⁺	-1.906	0.216	-2.042	-1.827	0.122
Child care	2.877 ⁺	3.243*	-0.228	0.600	3.444*	-0.764 ⁺
Union density	-1.991*	0.760	-0.025	0.419	-0.073	-0.188
Parental leave	-0.404	-0.730*	-0.011	-0.104	-0.100	-0.043

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income at the individual level and women's employment, service-sector growth, per capita GDP, unemployment, maternity leave, women in parliament, and year at the country level.

* *T*-ratio ≥ 2 ; ⁺ *T*-ratio ≥ 1.8

Table 4.6 Trends in Women's Full- and Part-Time Employment Rates in the United States and West Germany

		Full-Time				Part-Time			
			Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen		Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
		All				All			
United States	1986	44%	52%	34%	45%	16%	18%	17%	18%
	1991	55	63	45	55	19	21	20	23
	1994	55	62	47	55	19	21	21	24
	1997	57	63	50	58	19	20	20	21
	2000	60	65	52	60	17	18	19	20
West Germany	1984	33	46	14	29	18	24	23	23
	1989	36	47	14	31	19	23	26	28
	1994	35	43	12	27	23	29	25	34
	2000	36	47	10	32	27	26	32	40

Source: Luxembourg Income Study (LIS 2003).

Table 4.7 Multinomial Logistic Regression Predicting Women's Full- and Part-Time Employment in the United States and West Germany

	High Education			Youngest Child Age Zero to Three			Number of Children		
	Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval	
Full-time compared to not employed									
United States									
1986	1.37*	1.21	1.54	-0.58*	-0.76	-0.41	-0.34*	-0.40	-0.28
1991	1.50*	1.42	1.58	-0.66*	-0.74	-0.58	-0.34*	-0.37	-0.31
1994	1.46*	1.38	1.54	-0.45*	-0.53	-0.36	-0.35*	-0.28	-0.32
1997	1.42*	1.34	1.50	-0.38*	-0.47	-0.29	-0.28*	-0.31	-0.25
2000	1.32*	1.24	1.40	-0.44*	-0.53	-0.35	-0.23*	-0.26	-0.19
West Germany									
1984	1.01*	0.62	1.39	-1.39*	-1.80	-0.99	-0.59*	-0.73	-0.45
1989	0.91*	0.47	1.34	-1.73*	-2.26	-1.21	-0.75*	-0.92	-0.57
1994	0.91*	0.50	1.32	-1.53*	-2.14	-0.92	-0.85*	-1.02	-0.68
2000	0.69*	0.43	0.95	-2.27*	-2.68	-1.85	-0.66*	-0.83	-0.49

Part-time compared to
not employed

United States

1986	0.98*	0.78	1.19	-0.57*	-0.78	-0.36	-0.02	-0.09	0.05
1991	1.18*	1.08	1.27	-0.89*	-0.99	-0.79	0.01	-0.02	0.04
1994	1.19*	1.10	1.29	-0.70*	-0.80	-0.60	0.00	-0.03	0.03
1997	1.09*	0.99	1.19	-0.62*	-0.73	-0.52	0.02	-0.02	0.05
2000	1.13*	1.03	1.24	-0.65*	-0.76	-0.53	0.05*	0.01	0.08

West Germany

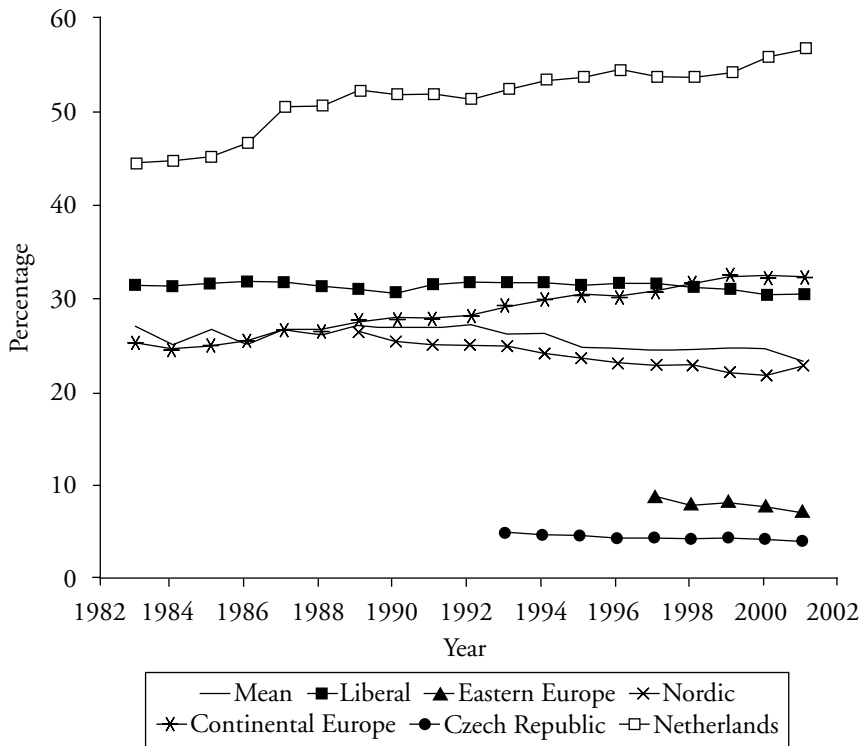
1984	0.83*	0.44	1.23	-0.50*	-0.87	-0.13	-0.29*	-0.43	-0.15
1989	0.66*	0.22	1.10	-0.70*	-1.12	-0.28	-0.14	-0.31	0.02
1994	0.84*	0.38	1.30	-0.97*	-1.45	-0.49	-0.20*	-0.35	-0.05
2000	0.22	-0.03	0.46	-1.26*	-1.57	-0.94	-0.08	-0.20	0.04

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income.

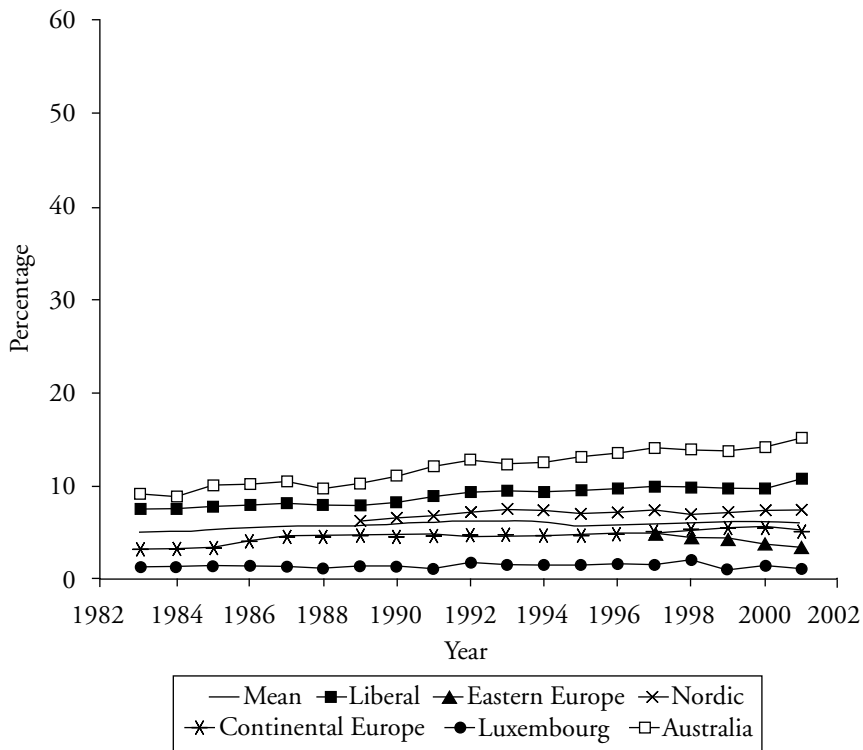
* $p < .05$

Figure 4.1 Trends in the Percentage of Working Women Employed Part-Time, Thirty Hours per Week or Less, 1983 to 2001



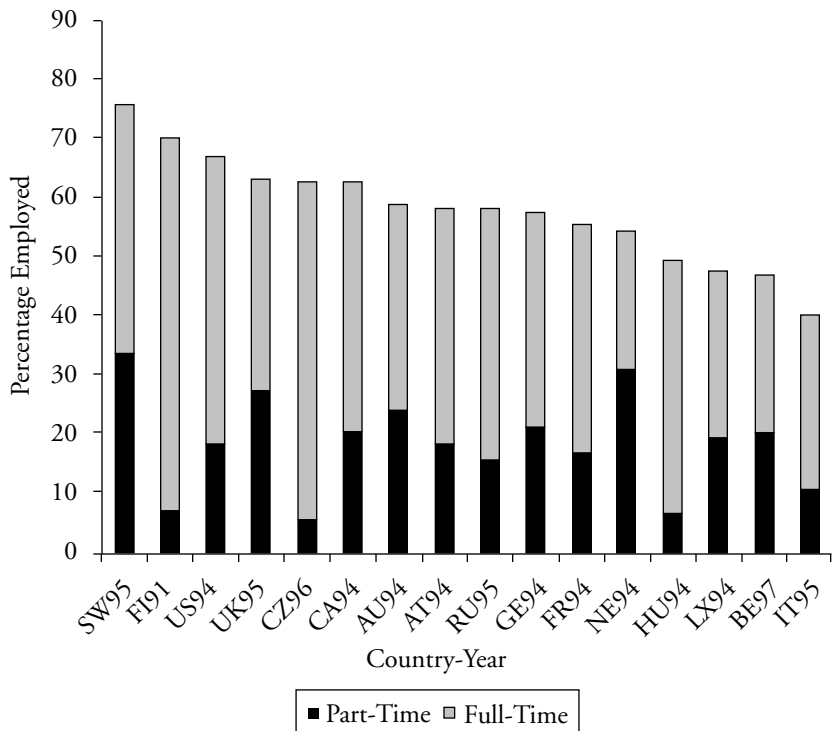
Source: Organization for Economic Cooperation and Development (OECD 2002).

Figure 4.2 Trends in the Percentage of Working Men Employed Part-Time, Thirty Hours per Week or Less, 1983 to 2001



Source: Organization for Economic Cooperation and Development (OECD 2002).

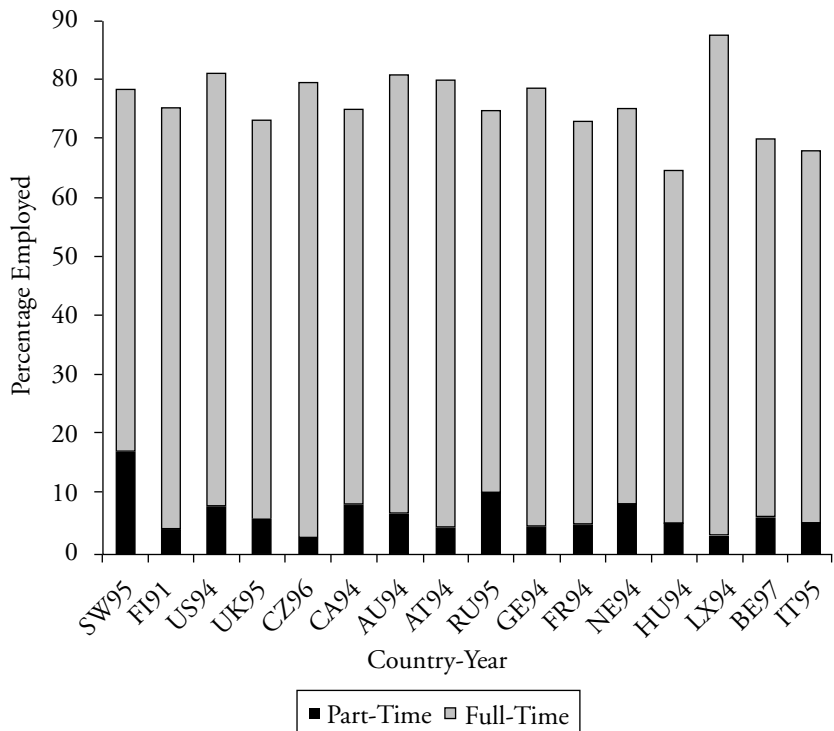
Figure 4.3 Percentage of Women Working Full- and Part-Time, Mid-1990s



Source: Luxembourg Income Study (LIS 2003).

Note: See country abbreviations in figure A.1.

Figure 4.4 Percentage of Men Working Full- and Part-Time, Mid-1990s



Source: Luxembourg Income Study (LIS 2003).

Note: See country abbreviations in figure A.1.

Table 5.1 The Occupational Location of Women, by Parental Status and Education, Mid-1990s

Country	Year	Professional				Managerial			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Austria	1994	26%	82%	24%	28%	4%	5%	6%	4%
Australia	1994	22	62	27	21	6	5	8	6
Belgium	1997	34	63	36	37	1	1	2	2
Canada	1994	22	32	21	22	13	15	12	11
Czech Republic	1996	28	56	28	29	2	4	2	3
Denmark	1992	26	82	32	28	2	3	1	2
Finland	1995	37	54	40	39	2	5	2	2
France	1994	19	43	19	19	10	18	9	9
Germany	1994	25	60	36	24	2	3	2	2
Hungary	1994	27	75	27	27	5	13	3	4
Luxembourg	1997	31	44	31	21	3	3	1	3
Netherlands	1994	29	64	38	27	2	4	1	2
Russian Federation	1995	36	68	37	33	2	5	1	3
Slovenia	1997	29	77	29	29	5	13	3	4
Spain	1990	16	43	18	12	0	0	0	0
Sweden	1995	42	80	44	47	3	4	2	3
United Kingdom	1991	18	35	19	17	5	7	3	4
United States	1994	24	37	24	23	7	10	6	6
Mean		27	59	29	27	4	7	3	4

Source: Luxembourg Income Study (LIS 2003).

Clerical, Sales, and Service				Production			
		Young Children Age Zero to Six	Older Children Age Seven to Seventeen			Young Children Age Zero to Six	Older Children Age Seven to Seventeen
All	Highly Educated			All	Highly Educated		
55%	12%	56%	52%	7%	1%	6%	6%
54	28	50	52	18	5	15	21
59	35	57	55	6	1	5	6
55	47	56	56	9	4	9	9
46	36	45	47	20	3	22	19
61	13	57	61	9	1	9	9
47	38	46	44	8	1	6	8
52	34	54	53	16	3	16	17
63	31	53	63	10	6	9	10
47	10	41	48	20	2	26	20
61	48	66	71	3	3	1	3
62	30	54	63	5	0	4	6
42	23	42	42	16	4	16	18
41	9	39	41	19	0	23	20
60	50	58	63	16	5	17	16
47	14	45	44	7	1	8	5
68	55	68	70	9	3	10	9
57	48	58	59	10	4	11	11
54	31	52	55	12	3	12	12

Table 5.2 The Occupational Location of Men, by Parental Status and Education, Mid-1990s

Country	Year	Professional				Managerial			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Austria	1994	26%	68%	26%	24%	11%	22%	10%	12%
Australia	1994	20	54	21	21	14	16	17	16
Belgium	1997	22	50	23	22	4	6	6	4
Canada	1994	14	22	15	12	14	19	15	14
Czech Republic	1996	23	53	22	23	6	13	6	7
Denmark	1992	22	66	28	26	8	13	7	9
Finland	1995	20	51	22	19	6	16	6	9
France	1994	17	35	17	18	18	40	19	19
Germany	1994	24	61	26	24	5	8	7	5
Hungary	1994	14	53	8	12	8	28	7	10
Luxembourg	1997	34	44	30	31	14	15	12	18
Netherlands	1994	26	65	29	25	7	13	8	9
Russian Federation	1995	13	40	12	11	5	14	4	6
Slovenia	1997	21	63	17	21	9	24	10	9
Spain	1990	9	33	10	7	1	3	1	1
Sweden	1995	28	67	30	33	3	7	3	5
United Kingdom	1991	20	39	20	18	11	20	13	12
United States	1994	18	30	17	17	10	15	10	12
Mean		20	50	21	20	9	16	9	10

Source: Luxembourg Income Study (LIS 2003).

Clerical, Sales, and Service				Production			
	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
20%	5%	21%	18%	34%	3%	34%	37%
16	14	11	15	51	16	50	48
42	39	37	39	32	5	33	35
26	23	21	25	41	33	44	43
14	15	14	13	55	17	55	53
22	14	22	20	42	6	39	39
23	24	22	21	41	7	40	40
10	8	10	9	49	14	49	49
25	18	22	22	45	12	44	47
21	13	22	19	53	6	58	55
15	13	13	11	35	25	43	38
30	16	27	26	30	3	30	34
14	23	18	11	65	22	64	67
18	6	16	19	44	5	49	45
29	34	30	28	49	28	51	52
22	18	21	22	42	7	42	36
23	25	20	22	43	15	45	45
28	30	26	27	40	23	43	41
22	19	21	20	44	14	45	45

Table 5.3 Cross-National Variability in Logistic Regression Predicting Occupational Location

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Professional						
Mean	3.12	0.11	0.01	3.08	0.09	-0.07
Median	3.03 (RF92)	0.07 (SW92)	0.00 (GE89)	3.07 (US97)	0.09 (FI91)	-0.04 (CZ96)
Minimum	1.62 (FI05)	-0.48 (BE97)	-0.24 (LX00)	1.74 (RF00)	-0.22 (RF00)	-0.37 (HU94)
Maximum	5.71 (SL97)	0.96 (GE94)	0.23 (BE97)	4.94 (HU91)	0.55 (AT97)	0.16 (HU91)
Managerial						
Mean	2.24	0.06	-0.22	2.39	0.11	-0.01
Median	1.37 (CA94/LX00)	0.14 (CA94/US00)	-0.23 (SL99)	1.69 (US94)	0.15 (UK91)	0.00 (US97)
Minimum	-2.79 (DE87)	-1.62 (LX97)	-0.72 (NE91)	-0.02 (AU94)	-1.36 (HU91)	-0.22 (SW95)
Maximum	16.96 (HU94)	1.41 (BE97)	0.23 (GE84)	18.21 (HU91)	0.72 (SL97)	0.35 (LX85)
Clerical, sales, and service						
Mean	-1.49	-0.14	0.01	-0.23	-0.02	-0.05
Median	-1.43 (HU91)	-0.17 (US00)	0.01 (GE00)	-0.16 (CA91)	-0.04 (FI95)	-0.04 (AT97)
Minimum	-2.88 (DE92)	-0.58 (GE94)	-0.21 (DE87)	-1.51 (AT94)	-0.43 (SL97)	-0.21 (GE00)
Maximum	-0.55 (AU85)	0.38 (BE97)	0.47 (LX00)	1.07 (RF95)	0.47 (RF92)	0.06 (SW95)

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six. See country abbreviations in figure A.1.

Table 5.4 The Association Between National Conditions and Mean Level of Representation in Occupations

	Professional		Managerial		Clerical, Sales, and Service	
	Women	Men	Women	Men	Women	Men
Intercept	0.433	7.689 ⁺	0.478	5.569	38.936 [*]	14.208 [*]
Year	0.847 [*]	0.399 [*]	0.181	0.234	-0.718 [*]	-0.345 [*]
Gender egalitarianism						
Women in parliament	-2.402	10.953	-17.306 ⁺	-21.432 ⁺	8.383	31.571 [*]
Economic conditions						
Unemployment	-42.848 ⁺	-97.430 [*]	14.073	5.923	12.288	5.817
Service-sector growth	61.194 ⁺	1.639	18.228	11.908	-36.214	-46.481
Per capita GDP growth	-42.181 ⁺	40.618 ⁺	-8.029	8.355	26.386	38.534 ⁺
Mechanisms of inclusion						
Maternity leave and inequality	6.915	2.615	8.237	4.398	-27.778 [*]	-23.510 [*]
Part-time employment and equality	-13.360	23.907 [*]	22.036 [*]	8.403	31.394 [*]	-1.087
Child care	14.777 [*]	-7.212	-1.147	-0.255	2.978	6.331
Mechanisms of exclusion and equality						
Union density and inequality	14.197 [*]	6.348	-4.534	-2.037	2.410	0.390
Parental leave	1.670	1.943	-1.047	-1.193	1.540	0.175
Adjusted <i>R</i> -squared	0.747	0.574	0.260	0.176	0.479	0.108

Source: Luxembourg Income Study (LIS 2003).

^{*}*T*-ratio ≥ 2 ; ⁺*T*-ratio ≥ 1.8

Table 5.5 The Association Between National Conditions and the Factors Predicting Employment in Occupations

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Professional						
Intercept	5.867*	0.278	0.088	5.067*	0.564 ⁺	-0.127
Year	0.075*	-0.007	0.001	0.009	-0.005	-0.001
Part-time employment	-0.571	0.276	0.096	-0.557	-1.044 ⁺	0.049*
Child care	3.617*	-0.524	0.429*	0.368	-0.178	0.174
Union density	-1.413	0.463 ⁺	-0.183 ⁺	0.054	-0.289	0.077
Parental leave	-0.507	0.055	-0.020	-0.029	-0.095	0.014
Managerial						
Intercept	8.084*	1.661	-1.651*	3.827*	0.602	-0.115
Year	0.044	0.008	-0.002	0.059*	0.008	-0.003

Part-time employment	-14.007*	-1.473	1.657*	-5.712*	0.260	-0.022
Child care	1.220	0.318	-0.271	1.642*	-0.518	-0.045
Union density	-7.028*	-0.734	1.170*	-3.140*	-0.073	0.291*
Parental leave	-1.106	-0.195	0.291*	-0.475*	-0.023	0.047
Clerical, sales, and service						
Intercept	-2.258*	-0.053	-0.088	-0.686	0.000	-0.084
Year	-0.078*	-0.007	-0.006	-0.027	0.002	-0.001
Part-time employment	-2.427	-0.423	-0.322	-1.502	-0.148	0.218
Child care	-2.584*	0.207	-0.399*	-0.724	0.447	-0.093
Union density	-0.040	0.188	-0.073	-0.127	0.021	-0.071
Parental leave	0.166	-0.022	-0.027	0.118	0.127	-0.025

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six at the individual level and women's employment, service-sector growth, per capita GDP, unemployment, maternity leave, women in parliament, and year at the country level.

**T*-ratio ≥ 2 ; +*T*-ratio ≥ 1.8

Table 5.6 Trends in Women's Occupational Location in the United States and West Germany

	United States					West Germany			
	1986	1991	1994	1997	2000	1984	1989	1994	2000
Professional									
All workers	19%	22%	24%	25%	26%	19%	19%	24%	29%
Highly educated	36	37	37	38	39	64	61	64	62
Young children (zero to six)	18	21	24	23	24	26	26	35	29
Older children (seven to seventeen)	18	21	23	24	24	17	17	21	28
Managerial									
All workers	9	6	7	8	9	1	1	1	3
Highly educated	12	9	10	11	12	1	5	1	4
Young children (zero to six)	7	5	6	7	8	0	1	0	1
Older children (seven to seventeen)	7	6	6	7	8	0	1	2	1
Clerical, sales, and service									
All workers	61	60	57	56	55	63	64	64	58
Highly educated	48	50	48	47	45	27	29	26	29
Young children (zero to six)	61	61	58	57	57	57	60	55	59
Older children (seven to seventeen)	62	61	59	58	57	67	61	66	58
Production									
All workers	11	10	10	10	9	14	14	10	9
Highly educated	3	4	4	4	4	6	5	8	5
Young children (zero to six)	12	11	11	12	10	17	11	9	8
Older children (seven to seventeen)	12	11	11	10	10	14	21	10	11

Source: Luxembourg Income Study (LIS 2003).

Table 5.7 Logistic Regression Predicting Women's Employment in Professional, Managerial, and Clerical, Sales, and Service Occupations in the United States and West Germany

	High Education			Youngest Child Age Zero to Three			Number of Children		
	Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval	
Professional									
United States									
1986	4.05*	3.38	4.72	0.23	-0.02	0.48	-0.12*	-0.20	-0.03
1991	2.86*	2.65	3.07	0.22*	0.12	0.32	-0.11*	-0.15	-0.08
1994	2.86*	2.63	3.09	0.15*	0.05	0.26	-0.07*	-0.10	-0.03
1997	2.98*	2.74	3.23	0.14*	0.03	0.24	-0.07*	-0.11	-0.03
2000	2.94*	2.68	3.19	0.12*	0.01	0.23	-0.10*	-0.13	-0.06
West Germany									
1984	3.38*	2.86	3.90	-0.22	-1.03	0.59	0.09	-0.17	0.35
1989	2.83*	2.27	3.39	0.39	-0.34	1.12	0.00	-0.26	0.26
1994	3.09*	2.63	3.55	1.05*	0.42	1.68	-0.03	-0.27	0.20
2000	2.74*	2.43	3.06	0.13	-0.36	0.61	0.03	-0.14	0.20

Managerial

United States

1986	1.66*	1.15	2.17	0.25	-0.08	0.59	-0.24*	-0.37	-0.11
1991	1.56*	1.27	1.86	0.13	-0.05	0.30	-0.21*	-0.27	-0.14
1994	1.62*	1.32	1.91	0.14	-0.04	0.31	-0.30*	-0.36	-0.23
1997	1.65*	1.35	1.95	0.27*	0.11	0.43	-0.17*	-0.23	-0.11
2000	2.04*	1.70	2.38	0.15	-0.02	0.32	-0.15*	-0.21	-0.10

West Germany

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Clerical, sales, and service

United States

1986	-0.72*	-0.91	-0.54	-0.30*	-0.49	-0.11	0.07*	0.01	0.14
1991	-0.64*	-0.73	-0.55	-0.18*	-0.27	-0.10	0.08*	0.05	0.11
1994	-0.61*	-0.70	-0.52	-0.19*	-0.28	-0.11	0.11*	0.08	0.14
1997	-0.82*	-0.92	-0.73	-0.29*	-0.38	-0.20	0.08*	0.05	0.11
2000	-0.98*	-1.07	-0.88	-0.17*	-0.27	-0.08	0.10*	0.07	0.13

West Germany

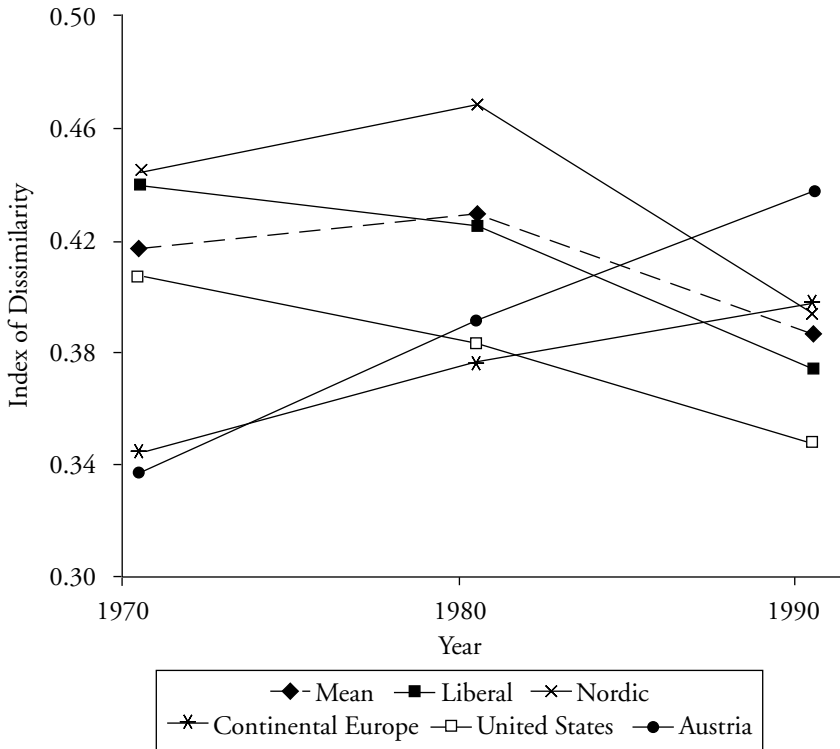
1984	-1.79*	-2.26	-1.32	-0.17	-0.77	0.43	-0.03	-0.21	0.15
1989	-1.63*	-2.11	-1.16	-0.06	-0.69	0.56	-0.14	-0.33	0.04
1994	-2.07*	-2.46	-1.68	-0.11*	-1.27	-0.09	0.06	-0.12	0.24
2000	-1.80*	-2.08	-1.54	-0.18	-0.64	0.29	0.05	-0.10	0.19

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six.

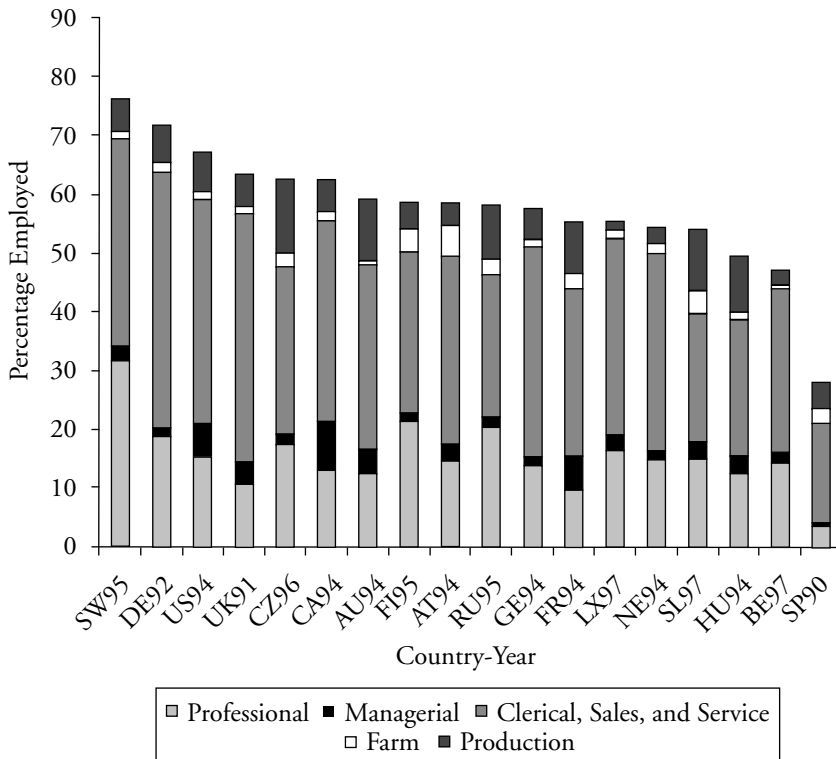
$p < .05$

Figure 5.1 Trends in Occupational Segregation



Source: Organization for Economic Cooperation and Development (OECD 2002).

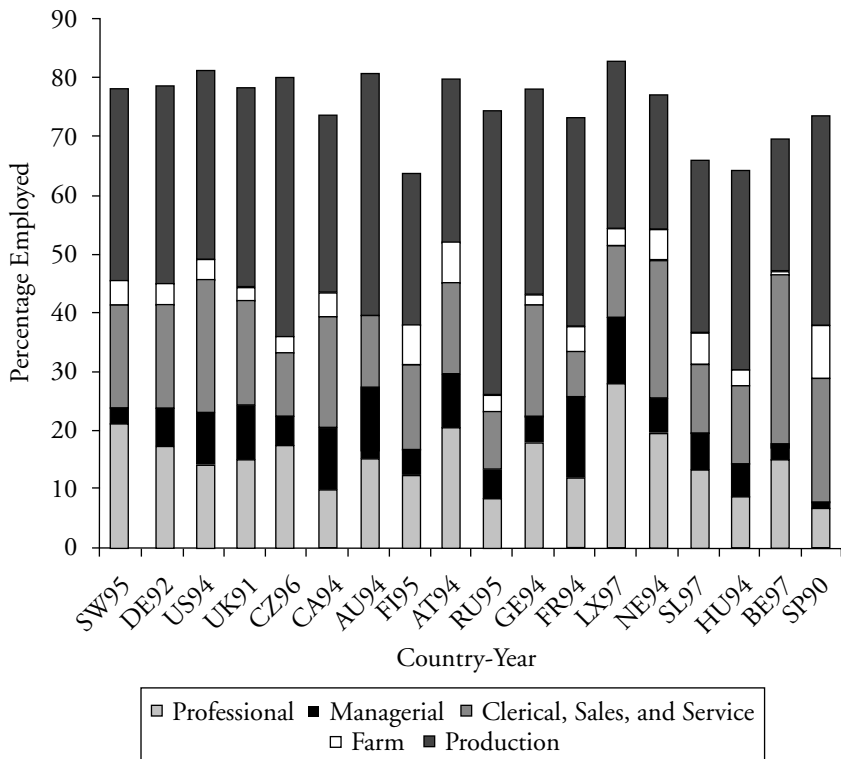
Figure 5.2 Percentage of Women Working in Five Occupational Categories, Mid-1990s



Source: Luxembourg Income Study (LIS 2003).

Note: See country abbreviations in figure A.1.

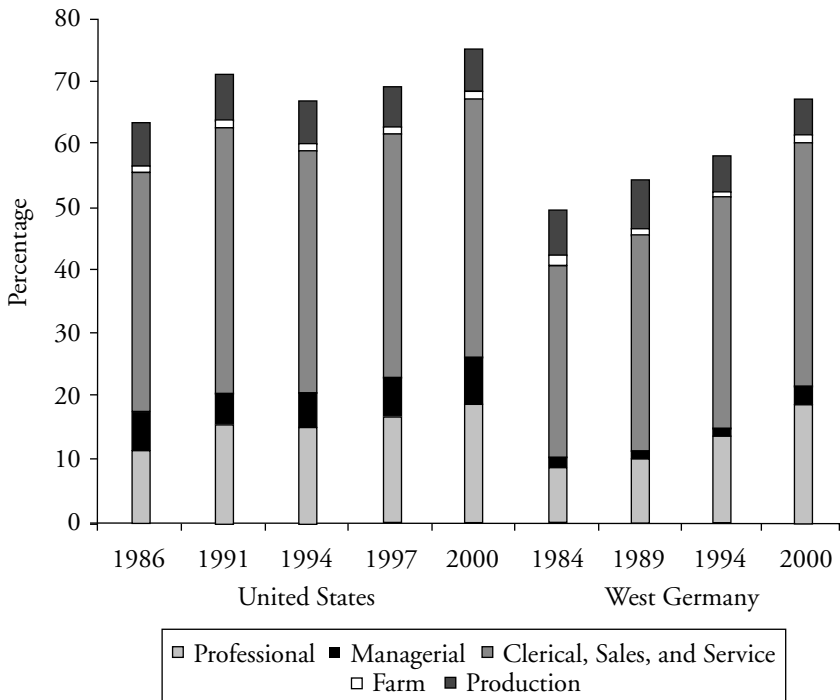
Figure 5.3 Percentage of Men Working in Five Occupational Categories, Mid-1990s



Source: Luxembourg Income Study (LIS 2003).

Note: See country abbreviations in figure A.1.

Figure 5.4 Trends in Women's Occupational Location in the United States and West Germany



Source: Luxembourg Income Study (LIS 2003).

Table 6.1 Women's Wages Relative to Men's, by Parental Status and Education, Mid-1990s

Country	Year	All Adults			Highly Educated		
		All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
Austria	1994	60%	89%	29%	91%	102%	11%
Australia	1989	66	89	23	69	85	16
Belgium	1997	67	93	26	91	93	1
Canada	1994	74	85	12	81	87	6
Finland	1991	87	85	-2	88	85	-3
France	1994	76	93	17	87	94	7
Germany	1994	67	87	20	72	84	12
Italy	1995	63	96	33	112	100	-12
Netherlands	1994	60	87	27	78	90	11
Sweden	1995	86	86	0	89	84	-4
United Kingdom	1995	79	85	6	85	87	2
United States	1994	75	85	10	82	87	5
Mean		72	88	17	85	90	4

Source: Luxembourg Income Study (LIS 2003).

Young Children Age Zero to Six			Older Children Age Seven to Seventeen		
All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
36%	88%	52%	62%	89%	27%
42	90	48	68	85	17
71	97	27	69	93	24
55	82	27	72	80	8
74	86	12	86	80	-7
66	94	28	77	90	12
33	83	50	65	84	19
54	96	42	59	93	34
47	93	47	50	78	28
63	81	18	76	82	6
54	85	31	73	80	7
61	83	21	72	79	7
55	88	33	69	84	15

Table 6.2 Cross-National Variability in Linear Regression Predicting Hourly Wages

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Mean	0.33	0.05	-0.03	0.28	0.01	-0.01
Median	0.33 (IT91)	0.06 (GE89)	-0.04 (GE00)	0.27 (IT91)	0.01 (IT95)	-0.01 (SW92)
Minimum	0.14 (GE94)	-0.20 (SW95)	-0.08 (NE91)	0.14 (GE94)	-0.07 (SW95)	-0.03 (AT97)
Maximum	0.52 (IT95)	0.21 (NE94)	0.01 (BE97)	0.46 (IT95)	0.11 (GE94)	0.01 (GE00)

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six. See country abbreviations in figure A.1.

Table 6.3 The Association Between National Conditions and Women's Hourly Wages Relative to Men's

	All	Workers	Difference
Intercept	32.673	79.689*	47.324 ⁺
Year	1.422*	0.376*	-1.063 ⁺
Gender egalitarianism			
Women in parliament	-25.230	-4.514	18.402
Economic conditions			
Unemployment	-54.836	44.699	96.171
Service-sector growth	94.691	-60.961	-150.128
Per capita GDP growth	-151.238	67.872	225.288 ⁺
Mechanisms of inclusion			
Maternity leave and inequality	20.788	-4.136	-23.126
Part-time employment and equality	29.692	-25.845*	-55.598
Child care	57.139	3.241	-54.829
Mechanisms of exclusion and equality			
Union density and inequality	-2.911	3.751	6.830
Parental leave	-4.633	-0.214	4.828
Adjusted <i>R</i> -squared	0.366	0.010	0.185

Source: Luxembourg Income Study (LIS 2003).

**T*-ratio ≥ 2 ; ⁺*T*-ratio ≥ 1.8

Table 6.4 The Association Between National Conditions and Factors Predicting Hourly Wages

	Women			Men		
	Highly Educated	Youngest Child Age Zero to Three	Number of Children	Highly Educated	Youngest Child Age Zero to Three	Number of Children
Intercept	0.803*	0.239	0.033	0.552*	0.033	-0.020
Year	0.007 ⁺	-0.001	0.001	0.010*	-0.001	0.000
Part-time employment	-0.579*	0.419 ⁺	-0.126*	-0.144	0.086	-0.048 ⁺
Child care	0.042	0.093	0.171*	0.311	-0.221 ⁺	0.038
Union density	-0.569*	-0.170	-0.056*	-0.356*	0.009	-0.005
Parental leave	-0.118*	-0.044	-0.019*	-0.058	0.029	-0.006

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six at the individual level and women's employment, service-sector growth, per capita GDP, unemployment, maternity leave, women in parliament, and year at the country level.

**T*-ratio ≥ 2 ; ⁺*T*-ratio ≥ 1.8

Table 6.5 Trends in Women's Hourly Wages Relative to Men's in the United States and West Germany

	All Adults			Highly Educated		
	All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
United States						
1986	63%	79%	16%	72%	81%	9%
1991	72	83	11	81	86	5
1994	75	85	10	82	87	5
1997	77	86	9	83	87	5
2000	79	87	8	84	88	4
West Germany						
1984	54	84	29	75	96	21
1989	58	83	26	71	91	19
1994	64	85	21	64	83	19
2000	71	86	14	76	85	8

Source: Luxembourg Income Study (LIS 2003).

Young Children Age Zero to Six			Older Children Age Seven to Seventeen		
All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
45%	77%	32%	61%	74%	13%
57	79	22	70	77	7
61	83	21	72	79	7
64	82	18	74	81	7
64	82	18	78	83	5
32	83	52	50	78	28
31	81	50	55	80	25
30	82	53	59	81	23
34	82	49	70	81	11

Table 6.6 Linear Regression Predicting Women's Hourly Wages in the United States and West Germany

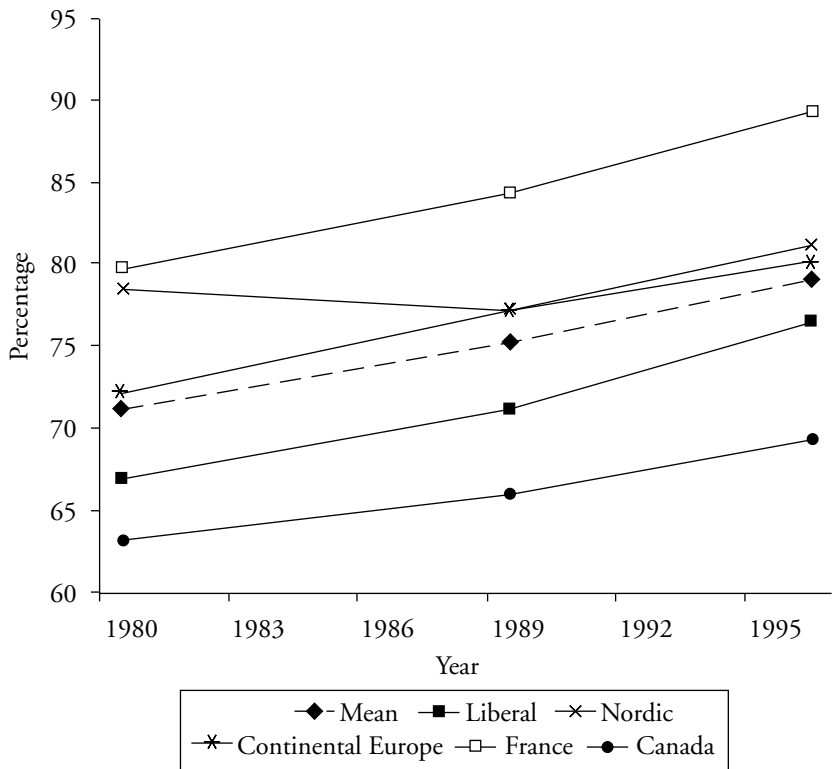
	High Education			Youngest Child Age Zero to Three			Number of Children		
	Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval	
United States									
1986	0.38*	0.33	0.43	0.06*	0.00	0.11	-0.05*	-0.07	-0.03
1991	0.42*	0.40	0.43	0.09*	0.07	0.11	-0.05*	-0.05	-0.04
1994	0.42*	0.40	0.44	0.07*	0.05	0.09	-0.04*	-0.04	-0.03
1997	0.43*	0.41	0.45	0.07*	0.05	0.09	-0.04*	-0.05	-0.03
2000	0.45*	0.43	0.47	0.06*	0.04	0.08	-0.04*	-0.04	-0.03
West Germany									
1984	0.42*	0.35	0.49	0.17*	0.07	0.27	-0.05*	-0.08	-0.02
1989	0.36*	0.28	0.43	0.06	-0.03	0.15	-0.02	-0.05	0.01
1994	0.19*	0.12	0.26	0.06	-0.09	0.21	-0.02	-0.06	0.01
2000	0.28*	0.23	0.33	0.14*	0.04	0.24	-0.04*	-0.07	-0.01

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six.

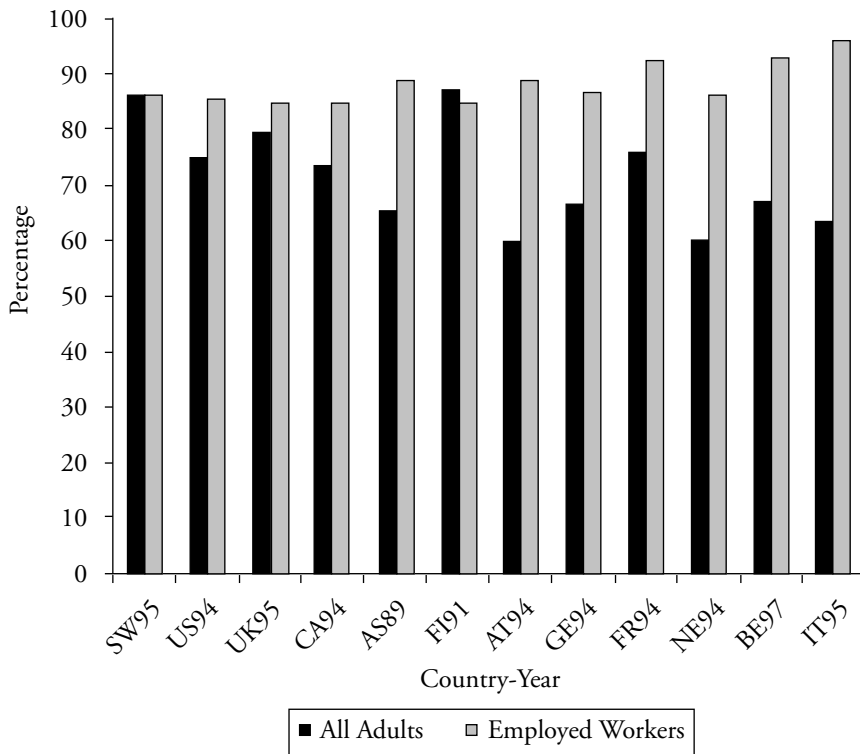
* $p < .05$

Figure 6.1 Trends in Women's Weekly Wages Relative to Men's for Full-Time Workers, 1979 to 1998



Source: Blau and Kahn (2002).

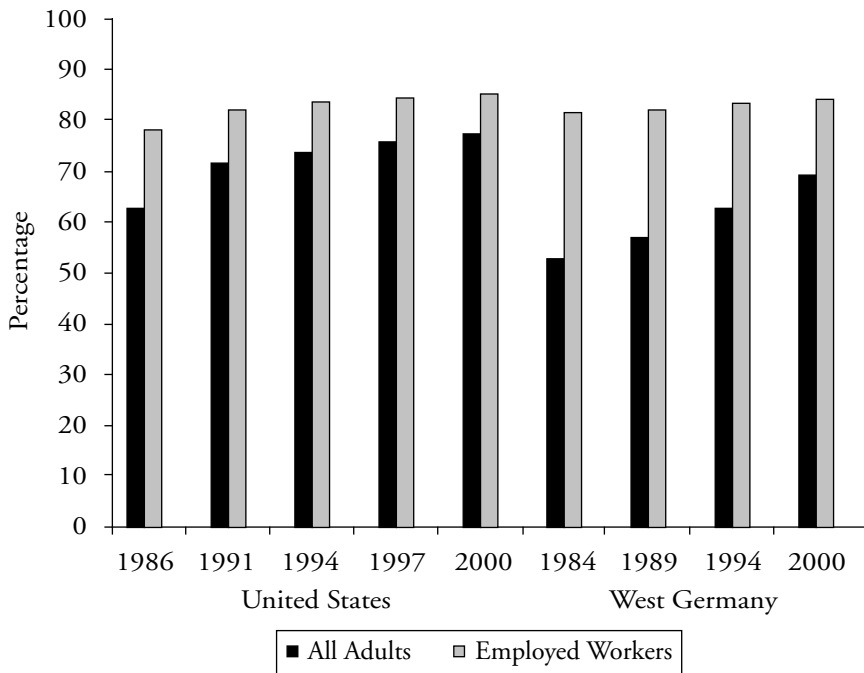
Figure 6.2 Comparison of the Relative Hourly Wages of Women and Men, for All Adults and for Employed Workers, Mid-1990s



Source: Luxembourg Income Study (LIS 2003).

Note: See country abbreviations in figure A.1.

Figure 6.3 Trends in Women's Hourly Wages Relative to Men's for All Adults and for Employed Workers, in the United States and West Germany



Source: Luxembourg Income Study (LIS 2003).

Table 7.1 Employment Rates of Women in the United States and Germany, Age Eighteen to Sixty-Four, by Subgroup

	United States: Race-Ethnicity			Germany: Nationality		
	White	Black	Hispanic	German	Other	Turkish
All women						
Not in labor force	22%	27%	37%	39%	48%	67%
Part-time	20	13	15	22	21	10
Full-time	58	60	48	39	31	24
Highly educated						
Not in labor force	16	17	21	24	46	53
Part-time	21	12	19	22	29	12
Full-time	63	71	60	54	25	35
Young children (Age zero to six)						
Not in labor force	27	30	45	58	69	82
Part-time	24	14	13	26	21	7
Full-time	49	56	42	16	10	11
Older children (Age seven to seventeen)						
Not in labor force	18	23	32	30	46	65
Part-time	25	14	17	33	22	8
Full-time	57	63	51	37	32	27
Number of observations	85,982	12,624	18,364	12,063	959	638

Source: Luxembourg Income Study (LIS 2003).

Table 7.2 Logistic Regression Predicting Women's Employment in the United States and Germany, by Subgroup, Odds Ratios

	High Education			Youngest Child Age Zero to Three			Number of Children		
	Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval	
United States									
White	3.55*	3.34	3.77	0.56*	0.53	0.59	0.83*	0.81	0.85
Black	3.86*	3.43	4.33	0.90	0.79	1.02	0.83*	0.80	0.87
Hispanic	3.28*	3.01	3.57	0.61*	0.55	0.67	0.88*	0.85	0.91
Germany									
German national	2.69*	2.24	3.24	0.18*	0.14	0.23	0.66*	0.60	0.71
Other national	0.78	0.44	1.39	0.29*	0.12	0.72	0.56*	0.43	0.73
Turkish national	1.76	0.72	4.32	0.42*	0.18	1.00	0.99	0.67	1.46

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, youngest child age four to six, and other household income.

* $p < .05$

Table 7.3 Differences in Education and Family Status Between Employed Workers and Non-Employed in the United States and Germany, by Subgroup

	High Education	Youngest Child Age Zero to Three	Number of Children
United States			
White	0.19	-0.06	-0.15
Black	0.24	-0.06	-0.24
Hispanic	0.21	-0.13	-0.42
Germany			
German national	0.11	-0.11	-0.12
Other national	0.01	-0.14	-0.44
Turkish national	0.08	-0.19	-0.32

Source: Luxembourg Income Study (LIS 2003).

Table 7.4 Occupational Segregation of Women in the United States and Germany, by Subgroup

	United States: Race-Ethnicity			Germany: Nationality		
	White	Black	Hispanic	German	Other	Turkish
All workers						
Professional	27%	19%	14%	28%	17%	18%
Managerial	9	4	4	3	0	0
Clerical	25	24	22	30	13	8
Sales and service	31	38	39	29	43	48
Production	8	14	18	8	26	25
Highly educated						
Professional	39	31	30	62	37	32
Managerial	11	7	8	4	0	0
Clerical	22	30	28	18	21	10
Sales and service	23	25	28	11	28	43
Production	4	7	5	4	11	15
Young children (Age zero to six)						
Professional	27	16	12	35	40	0
Managerial	8	3	4	2	0	0
Clerical	23	23	21	28	10	3
Sales and service	33	42	39	26	35	67
Production	9	16	21	8	15	30
Older children (Age seven to seventeen)						
Professional	27	19	13	28	11	12
Managerial	8	4	4	2	0	0
Clerical	25	26	21	29	10	10
Sales and service	31	37	40	31	44	49
Production	8	14	19	9	34	28

Source: Luxembourg Income Study (LIS 2003).

Table 7.5 Mean Hourly Wages of Women in the United States and Germany, by Subgroup, as a Percentage of Majority Workers' Hourly Wage

	United States: Race-Ethnicity			Germany: Nationality		
	White	Black	Hispanic	German	Other	Turkish
All women						
All	0.73	0.65	0.50	0.52	0.40	0.22
Highly educated	0.87	0.84	0.75	0.73	0.43	0.31
Young children						
(Age zero to six)	0.66	0.57	0.42	0.32	0.26	0.08
Older children						
(Age seven to seventeen)	0.75	0.68	0.53	0.58	0.44	0.23
Workers						
All	1.00	0.92	0.83	1.00	0.86	0.80
Highly educated	1.10	1.04	1.00	1.14	0.87	0.76
Young children						
(Age zero to six)	0.98	0.85	0.80	0.98	0.86	0.67
Older children						
(Age seven to seventeen)	0.98	0.91	0.82	0.97	0.89	0.84

Source: Luxembourg Income Study (LIS 2003).

Table 7.6 Linear Regression Predicting Women's Hourly Wages in the United States and Germany, by Subgroup

	High Education			Youngest Child Age Zero to Three			Number of Children		
	Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval		Estimate	95 Percent Confidence Interval	
United States									
White	0.40*	0.38	0.42	0.08*	0.07	0.10	-0.03*	-0.04	-0.03
Black	0.38*	0.34	0.41	0.01	-0.02	0.04	-0.04*	-0.05	-0.02
Hispanic	0.43*	0.41	0.46	0.04*	0.02	0.07	-0.03*	-0.04	-0.02
Germany									
German national	0.24*	0.20	0.28	0.10*	0.02	0.18	-0.05*	-0.07	-0.03
Other national	0.09	-0.03	0.21	0.03	-0.42	0.47	0.06	-0.02	0.13
Turkish national	-0.04	-0.21	0.13	-0.24	-0.55	0.08	0.04	0.00	0.09

Source: Luxembourg Income Study (LIS 2003).

Note: Models also include age, age-squared, medium education, marriage, and youngest child age four to six.

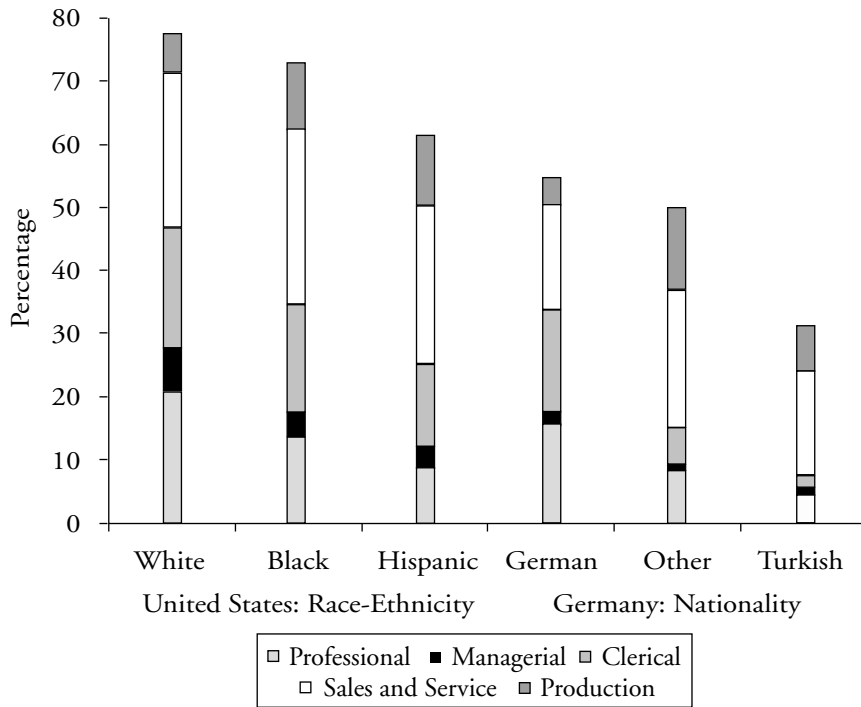
* $p < .05$

Table 7.7 **Observed and Adjusted Hourly Wage Gaps in the United States and Germany, by Subgroup**

	Observed	Adjusted
United States		
White—Black	12.9%	15.4%
White—Hispanic	24.5	28.0
Germany		
German—other national	15.4	13.7
German—Turkish national	27.8	27.8

Source: Luxembourg Income Study (LIS 2003).

Figure 7.1 Occupational Location of Women in the United States and Germany, by Subgroup



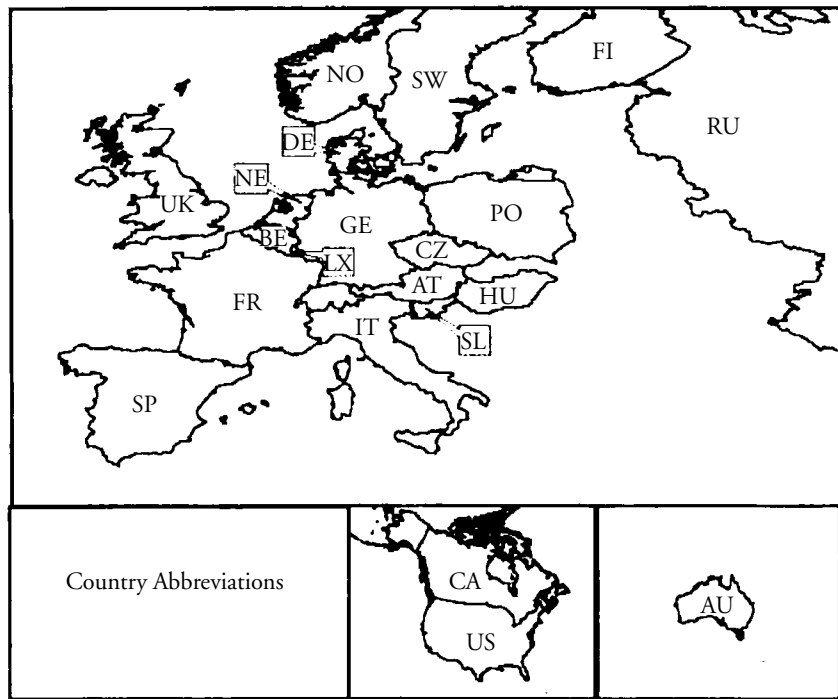
Source: Luxembourg Income Study (LIS 2003).

Table 8.1 Results in Relation to the Theoretical Framework

	Inclusion	Exclusion
Equality	Conditions that foster high levels of female employment by relieving the demands of child-rearing are associated with larger differences in employment by education. Although reduced domestic demands foster equality in hours worked and occupation, they are associated with the concentration of highly educated women in paid employment (especially full-time work) and greater concentrations of highly educated women in professional jobs.	Conditions that foster low levels of female employment by establishing ideal-worker norms inconsistent with the demands of child-rearing are associated with smaller gaps in employment by education. Employment protections foster equality by education in hours worked and pay among the employed.
Inequality	Conditions that foster high levels of female employment by promoting flexible working arrangements that allow women to combine employment with disproportionate responsibility for the demands of child-rearing are associated with relatively low rates of employment among women who specialize in home production, as signaled by more children. Expectations of gender specialization at home and at work are associated with the concentration of highly educated women in full-time employment and less-educated women in part-time employment, lower educational inequalities in wages, and larger wage gaps between childless women and those with more than one child. Women with very young children, however, are relatively well compensated.	Conditions that foster low levels of female employment by concentrating the demands of child-rearing within the home are associated with the exclusion of women with very young children from work in the paid labor force. Expectations of gender specialization at home and at work are associated with relatively small wage differences by education but relatively large wage differences between mothers and childless women. Greater investments in domestic work, signaled by more children, are associated with relatively low wages.

Source: Authors' compilation.

Figure A.1 Map of Country Abbreviations



Source: Authors produced using ArcGIS, version 9.0 (Redlands, Calif.: Environmental Systems Research Institute).

AT = Austria, AU = Australia, BE = Belgium, CA = Canada, CZ = Czech Republic, DE = Denmark, FI = Finland, FR = France, GE = Germany, HU = Hungary, IT = Italy, LX = Luxembourg, NE = Netherlands, NO = Norway, PO = Poland, RU = Russian Federation, SL = Slovenia, SP = Spain, SW = Sweden, UK = United Kingdom, US = United States

Table A.1 Measures of Gender Equality, All Countries, All Years

Country	Year	Percentage of Women Employed	Percentage of Part-Time Workers	Occupational Segregation	Observed Wage Gap
Austria	1994	58%	29%	38%	18%
(AT)	1997	60	33	42	16
Australia	1985	54	36	39	17
(AU)	1989	60	36	39	18
	1994	59	38	40	—
Belgium	1985	41	30	—	—
(BE)	1988	45	34	—	—
	1992	49	33	—	—
	1997	48	34	29	13
Canada	1987	63	30	39	25
(CA)	1991	62	31	37	26
	1994	63	32	36	23
	1997	65	32	33	—
Czech Republic	1992	62	—	39	—
(CZ)	1996	63	8	39	—
Denmark	1987	73	—	38	—
(DE)	1992	69	—	42	—
Finland	1987	73	—	42	—
(FI)	1991	70	10	42	19
	1995	59	—	42	—
	2000	66	—	45	—
France	1989	53	—	45	—
(FR)	1994	56	29	45	15
Germany	1984	51	36	39	35
(GE)	1989	53	35	40	33
	1994	55	35	40	28
	2000	63	37	36	26
Hungary	1991	52	10	46	—
(HU)	1994	50	12	39	—
Italy	1991	41	23	—	06
(IT)	1995	41	28	—	06
	2000	42	29	—	03

Table A.1 (Continued)

Country	Year	Percentage of Women Employed	Percentage of Part-Time Workers	Occupational Segregation	Observed Wage Gap
Luxembourg	1985	36%	18%	53%	—%
(LX)	1991	46	27	—	—
	1994	48	32	—	—
	1997	56	34	47	—
	2000	60	33	38	—
Netherlands	1991	37	53	34	30
(NE)	1994	55	56	32	21
Norway	1986	62	—	—	—
(NO)	1991	63	—	—	—
	1995	65	—	—	—
	2000	68	—	—	—
Poland (PO)	1995	45	—	—	—
Russian Federation	1992	62	15	52	—
(RU)	1995	58	26	54	—
	2000	57	11	37	—
Slovenia	1997	55	—	32	—
(SL)	1999	55	—	33	—
Spain (SP)	1990	29	—	39	—
Sweden	1992	79	36	39	22
(SW)	1995	76	44	37	22
	2000	79	—	—	—
United Kingdom	1986	60	45	—	—
(UK)	1991	63	41	44	29
	1995	63	41	—	23
United States	1969	48	—	—	—
(US)	1974	49	29	—	42
	1986	63	26	37	33
	1991	65	26	35	30
	1994	67	26	34	25
	1997	69	24	34	23
	2000	75	22	34	22

Source: Luxembourg Income Study (LIS 2003).

Table A.2 Macro-Level Conditions, All Countries, All Years

Country	Year	Percentage of Part-Time Workers	Percentage of Children Age Zero to Two in Public Child Care	Union Density	Parental Leave Weeks	Maternity Leave Weeks	Percentage of Women in Parliament	Service-Sector Growth	Per Capita GDP Growth	Unemployment Rate
Austria (AT)	1994	12.1%	3%	39%	112	16	12%	0.8	0.4	4.3%
	1997	12.6	3	37	112	16	27	2	2	5.3
Australia (AU)	1985	17.5	2	45	0	0	6	5.7	4.3	7.9
	1989	21.3	2	43	0	0	6	4.6	3.7	5.7
	1994	24.4	5	35	52	0	8	5.8	4.5	9.2
Belgium (BE)	1985	8.1	20	57	14	14	8	1	1.9	11.3
	1988	8.1	20	55	66	14	8	3.4	4.6	10.1
	1992	10.9	30	58	67	15	8	1.8	1.6	6.7
	1997	14	30	60	67	15	12	1.8	3.4	9
Canada (CA)	1987	16.8	5	32	17	15	10	3.8	4.1	8.8
	1991	17	5	33	25	15	13	0.2	-1.9	10.3
	1994	18.8	5	33	25	15	18	4	4.7	10.4
	1997	18.9	3	33	25	15	18	4	4.4	9.1
Czech Republic (CZ)	1992	6.8	6	30	162	28	10	-5.2	-0.5	2.6
	1996	6.1	1	30	214	28	15	-1.3	4.3	3.9
Denmark (DE)	1987	23.8	48	75	24	24	29	2	0	6.1
	1992	23.3	48	76	28	28	31	0.5	0.6	9

Finland (FI)	1987	7.7	32	71	160	43	32	4.6	4.2	5.2
	1991	7.2	32	75	160	44	32	-3.9	-6.3	6.6
	1995	8.2	21	79	164	52	34	4.3	3.8	15.5
	2000	11.6	12	79	164	52	37	3.2	5.7	9.8
France (FR)	1989	9.6	20	10	162	16	6	4.4	4.2	9.5
	1994	14.9	23	09	162	16	6	1.2	2.1	12.4
Germany (GE)	1984	12.6	2	31	14	14	21	3.7	3	7.1
	1989	12.6	2	30	57	14	15	3.5	3.5	5.7
	1994	15.8	11	27	162	14	21	1.7	2.3	8.4
	2000	16.5	7	24	162	14	31	3	1.9	8.7
Hungary (HU)	1991	5.4	8	20	160	24	21	-6.4	-11.9	8.5
	1994	5.4	9	20	160	24	11	1.9	2.9	10.7
Italy (IT)	1991	4.9	6	34	48	21	13	1.2	1.4	11
	1995	6.4	6	32	48	21	15	2.3	2.9	11.5
	2000	6.6	6	31	65	21	11	1.5	1.6	11.3
Luxembourg (LX)	1985	6.8	2	52	16	16	12	2.3	2.9	3
	1991	7	2	50	16	16	13	0.9	6.1	1.5
	1994	8	3	50	16	16	20	1.7	4.2	3.5
	1997	7.7	3	50	16	16	20	3.3	3.6	3.3
	2000	7.7	2	57	68	16	20	3.6	6	2.4
Netherlands (NE)	1991	31.7	2	23	64	12	21	3.1	2.3	6.9
	1994	36.4	8	23	68	16	31	2.9	3.2	6.8
Norway (NO)	1986	29.6	12	54	64	18	34	3.4	3.6	2
	1991	26.5	12	53	64	24	36	3.9	3.1	5.9
	1995	26.5	20	53	64	42	39	2.5	3.8	4.9
	2000	26.6	20	52	116	42	36	2.1	1.1	3.2

Table A.2 (Continued)

Country	Year	Percentage of Part-Time Workers	Percentage of Children			Parental Leave Weeks	Maternity Leave Weeks	Percentage of		Unemployment Rate
			Age Zero to Two in Public Child Care	Union Density	Women in Parliament			Service-Sector Growth	Per Capita GDP Growth	
Poland (PO)	1995	10.6%	5%	15%	108	16	13%	4.5	7	13.3%
Russian Federation (RU)	1992	4.1	17	82	166	20	10	-3.4	-14.5	5.2
	1995	4.1	15	69	166	20	13	-2.9	-4.1	9.5
	2000	6.5	15	54	166	20	10	0.8	5.4	13.4
Slovenia (SL)	1997	8.3	14	41	56	15	15	4	4.6	7.1
	1999	6.1	13	43	56	15	13	4.8	5.2	7.4
Spain (SP)	1990	4.9	5	09	162	16	15	3.8	3.7	16
Sweden (SW)	1992	23.3	32	86	85	64	38	-0.4	-1.7	5.7
	1995	24.3	33	88	85	64	40	2.8	3.7	9
	2000	23.6	25	86	85	64	43	3.9	4.5	7.1
United Kingdom (UK)	1986	19	2	39	18	18	6	4.4	4.2	11.2
	1991	21.7	2	34	18	18	6	0.3	-1.5	8.3
	1995	24.1	2	33	18	18	10	3.4	2.8	8.6
United States (US)	1969	15.6	2	26	0	0	5	8.8	2.7	3.8
	1974	15.6	2	24	0	0	5	11.1	-0.6	4.9
	1986	18.4	1	16	0	0	5	10.3	3.4	7
	1991	16.9	1	15	0	0	7	8.5	-0.5	6.8
	1994	18.9	5	14	12	0	11	7.1	4.1	6.1
	1997	18.3	5	14	12	0	12	8.2	4.5	4.9
	2000	18.3	4	14	12	0	13	5.2	4.2	4.1

Source: See “Macro-Level Data Sources” section, pp. 180–187.

Table A.3 Employment of Women and Men by Parental Status and Education, LIS Years

Country	Year	Women				Men			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Austria (AT)	1994	59%	78%	57%	66%	80%	91%	91%	87%
	1997	60	84	61	67	80	91	93	89
Australia (AU)	1985	54	70	43	62	83	92	91	86
	1989	60	73	47	69	82	91	90	87
	1994	59	77	44	66	81	88	86	85
Belgium (BE)	1985	41	61	54	42	74	79	90	82
	1988	46	68	60	47	74	81	92	81
	1992	49	80	58	55	74	90	93	79
	1997	48	62	62	53	70	72	90	75
Canada (CA)	1987	63	75	57	66	81	86	88	85
	1991	62	73	58	66	72	79	82	76
	1994	63	72	57	68	74	79	83	78
	1997	65	74	61	70	76	81	86	81
Czech Republic (CZ)	1992	62	73	47	84	74	75	84	80
	1996	63	75	37	80	80	88	92	86
Denmark (DE)	1987	76	91	81	85	86	94	95	93
	1992	72	86	76	82	79	90	91	87
Finland (FI)	1987	73	78	71	87	80	82	94	90
	1991	70	75	63	87	77	82	93	88

Table A.3 (Continued)

Country	Year	Women				Men			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
France (FR)	1995	59%	74%	50%	74%	64%	80%	84%	75%
	2000	66	84	64	78	72	87	89	81
	1989	53	62	52	58	75	73	91	80
	1994	56	60	57	64	73	71	88	80
	1984	49	68	38	50	78	87	89	82
Germany (GE)	1989	54	69	39	57	78	87	92	83
	1994	58	74	40	66	78	86	89	87
	2000	62	73	41	71	77	85	90	84
Hungary (HU)	1991	52	76	33	73	68	84	76	78
	1994	50	80	36	67	64	87	76	68
Italy (IT)	1991	41	58	46	40	73	73	94	76
	1995	41	74	48	44	68	80	88	76
	2000	42	58	47	45	70	75	90	79
Luxembourg (LX)	1985	38	46	33	34	85	89	97	91
	1991	46	57	50	43	87	91	97	96
	1994	48	57	43	46	87	90	100	96
	1997	56	66	51	55	83	90	94	91
	2000	60	68	57	61	84	89	94	93

Netherlands	1991	35	60	21	29	75	88	93	83
(NE)	1994	55	76	52	56	77	86	94	83
Norway	1986	62	82	55	68	87	95	94	90
(NO)	1991	63	81	60	68	80	88	94	82
	1995	66	80	66	71	81	87	94	82
	2000	68	83	69	74	80	89	93	83
Poland (PO)	1995	45	59	40	59	65	71	79	75
Russian Federation	1992	62	67	56	82	81	78	89	88
(RU)	1995	59	67	50	72	75	79	81	81
	2000	57	69	47	69	69	79	73	75
Slovenia	1997	55	83	72	68	66	83	82	76
(SL)	1999	55	82	71	68	65	81	81	74
Spain (SP)	1990	29	46	28	29	73	72	86	77
Sweden	1992	80	89	86	90	84	90	93	95
(SW)	1995	76	86	81	85	79	84	91	93
	2000	79	85	83	84	83	88	93	87
United Kingdom	1986	60	74	41	73	88	94	94	92
(UK)	1991	63	75	48	71	79	87	85	83
	1995	63	76	48	71	76	85	83	83
United States	1969	48	55	33	60	87	87	92	87
(US)	1974	49	59	35	51	81	87	88	82
	1986	63	74	54	66	82	87	88	84
	1991	71	81	62	76	85	90	90	88
	1994	67	76	58	72	82	87	88	83
	1997	69	77	62	73	82	87	89	83
	2000	75	81	69	78	86	90	92	88

Source: Luxembourg Income Study (LIS 2003).

Table A.4A (Continued)

Country	Year	Full-Time				Part-Time			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
France	1989	—	—	—	—	—	—	—	—
(FR)	1994	39%	44%	40%	42%	16%	15%	17%	19%
Germany	1984	33	46	14	29	18	24	23	23
(GE)	1989	36	47	14	31	19	23	26	28
	1994	38	51	17	36	20	23	22	30
	2000	39	50	13	37	23	22	27	33
Hungary	1991	43	57	24	63	5	15	5	5
(HU)	1994	41	57	31	57	5	19	4	7
Italy	1991	32	42	35	30	9	17	12	10
(IT)	1995	30	33	32	31	12	67	16	14
	2000	31	42	29	32	13	18	19	14
Luxembourg	1985	31	37	21	24	7	8	11	8
(LX)	1991	31	42	28	26	12	14	18	13
	1994	32	41	23	23	15	15	21	22
	1997	37	47	23	29	19	18	28	26
	2000	40	50	31	30	20	18	26	32
Netherlands	1991	22	40	7	12	26	30	30	36
(NE)	1994	24	42	10	12	31	34	43	45

Norway (NO)	1986	—	—	—	—	—	—	—	—
	1991	—	—	—	—	—	—	—	—
	1995	—	—	—	—	—	—	—	—
	2000	—	—	—	—	—	—	—	—
Poland (PO)	1995	—	—	—	—	—	—	—	—
Russian Federation (RU)	1992	50	51	45	64	9	14	8	11
	1995	40	43	32	50	14	19	12	16
	2000	53	64	49	61	6	8	7	8
Slovenia (SL)	1997	—	—	—	—	—	—	—	—
	1999	—	—	—	—	—	—	—	—
Spain (SP)	1990	—	—	—	—	—	—	—	—
Sweden (SW)	1992	44	58	37	48	25	21	35	30
	1995	36	49	33	39	28	25	33	30
	2000	—	—	—	—	—	—	—	—
United Kingdom (UK)	1986	32	46	11	28	26	24	27	41
	1991	34	47	13	30	24	21	29	35
	1995	32	45	16	25	23	21	24	34
United States (US)	1969	—	—	—	—	—	—	—	—
	1974	33	41	22	32	14	15	12	18
	1986	44	52	34	45	16	18	17	18
	1991	55	63	45	55	19	21	20	23
	1994	55	62	47	55	19	21	21	24
	1997	57	63	50	58	19	20	20	21
	2000	60	65	52	60	17	18	19	20

Source: Luxembourg Income Study (LIS 2003).

Table A.4B (Continued)

Country	Year	Full-Time				Part-Time			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Poland (PO)	1995	—	—	—	—	—	—	—	—
Russian Federation (RU)	1992	66%	62%	72%	71%	6%	9%	5%	6%
	1995	57	59	61	62	9	11	8	9
	2000	66	73	69	72	2	4	3	2
Slovenia (SL)	1997	—	—	—	—	—	—	—	—
	1999	—	—	—	—	—	—	—	—
Spain (SP)	1990	—	—	—	—	—	—	—	—
Sweden (SW)	1992	67	75	81	82	5	5	4	2
	1995	52	61	74	69	13	11	9	5
	2000	—	—	—	—	—	—	—	—
United Kingdom (UK)	1986	70	77	72	72	4	5	3	4
	1991	63	72	67	66	3	4	2	3
	1995	55	66	60	61	3	3	2	4
United States (US)	1969	—	—	—	—	—	—	—	—
	1974	70	76	79	70	8	8	7	9
	1986	70	76	79	72	8	8	6	9
	1991	80	84	88	81	9	9	5	10
	1994	80	85	88	82	9	8	5	9
	1997	80	84	88	81	9	9	5	9
	2000	80	84	90	81	8	8	4	9

Source: Luxembourg Income Study (LIS 2003).

Table A.5A (Continued)

Country	Year	Professional				Managerial			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Luxembourg (LX)	1985	15%	27%	19%	12%	0%	1%	0%	1%
	1991	—	—	—	—	—	—	—	—
	1994	—	—	—	—	—	—	—	—
	1997	31	44	31	21	3	3	1	3
	2000	36	50	37	22	5	6	3	4
Netherlands (NE)	1991	26	68	36	22	2	3	2	2
	1994	29	64	38	27	2	4	1	2
Norway (NO)	1986	—	—	—	—	—	—	—	—
	1991	—	—	—	—	—	—	—	—
	1995	—	—	—	—	—	—	—	—
	2000	—	—	—	—	—	—	—	—
Poland (PO)	1995	—	—	—	—	—	—	—	—
Russian Federation (RU)	1992	40	78	36	42	2	3	2	2
	1995	36	68	37	33	2	5	1	3
	2000	35	52	34	33	4	5	2	4
Slovenia (SL)	1997	29	77	29	29	5	13	3	4
	1999	30	77	33	27	5	14	3	4
Spain (SP)	1990	16	43	18	12	0	0	0	16
Sweden (SW)	1992	37		40	44	2	0	2	2
	1995	42	80	44	47	3	4	2	3
	2000	—	—	—	—	—	—	—	—
United Kingdom (UK)	1986	—	—	—	—	—	—	—	—
	1991	18	35	19	17	5	7	3	4
	1995	—	—	—	—	—	—	—	—
United States (US)	1969	—	—	—	—	—	—	—	—
	1974	—	—	—	—	—	—	—	—
	1986	19	36	18	18	9	12	7	7
	1991	22	37	21	21	6	9	5	6
	1994	24	37	24	23	7	10	6	6
	1997	25	38	23	24	8	11	7	7
	2000	26	39	24	24	9	12	8	8

Clerical, Sales, and Service				Production			
All	Highly Educated	Young Children	Older Children	All	Highly Educated	Young Children	Older Children
		Age Zero to Six	Age Seven to Seventeen			Age Zero to Six	Age Seven to Seventeen
78%	67%	73%	80%	5%	3%	5%	5%
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
61	48	66	71	3	3	1	3
54	40	59	71	3	3	1	2
64	29	55	68	6	0	4	7
62	30	54	63	5	0	4	6
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
34	13	34	34	20	5	23	19
42	23	42	42	16	4	16	18
45	36	50	35	14	6	11	15
41	9	39	41	19	0	23	20
40	8	38	41	20	0	21	22
60	50	58	63	16	5	17	16
53	0	49	48	7	0	9	5
47	14	45	44	7	1	8	5
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
68	55	68	70	9	3	10	9
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
61	48	61	62	11	3	12	12
60	50	61	61	10	4	11	11
57	48	58	59	10	4	11	11
56	47	57	58	10	4	12	10
55	45	57	57	9	4	10	10

Source: Luxembourg Income Study (LIS 2003).

Table A.5B (Continued)

Country	Year	Professional				Managerial			
		All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen	All	Highly Educated	Young Children Age Zero to Six	Older Children Age Seven to Seventeen
Luxembourg (LX)	1985	12%	22%	14%	11%	1%	1%	1%	2%
	1991	—	—	—	—	—	—	—	—
	1994	—	—	—	—	—	—	—	—
	1997	34	44	30	31	14	15	12	18
	2000	35	47	32	31	13	14	12	14
Netherlands (NE)	1991	25	69	28	23	6	10	6	8
	1994	26	65	29	25	7	13	8	9
Norway (NO)	1986	—	—	—	—	—	—	—	—
	1991	—	—	—	—	—	—	—	—
	1995	—	—	—	—	—	—	—	—
	2000	—	—	—	—	—	—	—	—
Poland (PO)	1995	—	—	—	—	—	—	—	—
Russian Federation (RU)	1992	16	54	14	19	4	11	4	6
	1995	13	40	12	11	5	14	4	6
	2000	14	32	12	12	7	15	4	8
Slovenia (SL)	1997	21	63	17	21	9	24	10	9
	1999	21	64	20	21	9	26	9	10
Spain (SP)	1990	9	33	10	7	1	3	1	1
Sweden (SW)	1992	27	65	27	33	3	7	3	5
	1995	28	67	30	33	3	7	3	5
	2000	—	—	—	—	—	—	—	—
United Kingdom (UK)	1986	—	—	—	—	—	—	—	—
	1991	20	39	20	18	11	20	13	12
	1995	—	—	—	—	—	—	—	—
United States (US)	1969	—	—	—	—	—	—	—	—
	1974	—	—	—	—	—	—	—	—
	1986	15	30	15	14	12	20	12	12
	1991	17	30	16	16	9	14	9	10
	1994	18	30	17	17	10	15	10	12
	1997	18	30	17	16	10	15	10	12
	2000	19	31	18	16	11	16	11	13

Clerical, Sales, and Service				Production			
		Young Children Age Zero to Six	Older Children Age Seven to Seventeen			Young Children Age Zero to Six	Older Children Age Seven to Seventeen
All	Highly Educated			All	Highly Educated		
28%	24%	24%	29%	54%	49%	54%	55%
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
15	13	13	11	35	25	43	38
17	14	13	16	32	22	42	38
31	16	27	30	34	5	35	34
30	16	27	26	30	3	30	34
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
89	9	6	68	24	69	67	
14	23	18	11	65	22	64	67
15	17	17	13	61	34	62	64
18	6	16	19	44	5	49	45
16	6	17	15	46	4	44	47
29	34	30	28	49	28	51	52
22	18	22	20	43	9	43	37
22	18	21	22	42	7	42	36
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
23	25	20	22	43	15	45	45
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
—	—	—	—	—	—	—	—
26	29	24	25	42	20	45	44
29	31	26	28	41	22	45	42
28	30	26	27	40	23	43	41
29	30	26	27	40	23	43	41
28	29	25	26	39	23	42	41

Source: Luxembourg Income Study (LIS 2003).

Table A.6 Women's Wages Relative to Men's, by Parental Status and Education, Mid-1990s

Country	Year	All Adults			Highly Educated		
		All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
Austria	1994	60%	89%	29%	91%	102%	11%
(AT)	1997	62	90	28	86	97	11
Australia	1985	57	88	31	63	83	20
(AU)	1989	66	89	23	69	85	16
	1994	—	—	—	—	—	—
Belgium	1985	—	—	—	—	—	—
(BE)	1988	—	—	—	—	—	—
	1992	—	—	—	—	—	—
	1997	67	93	26	91	93	1
Canada	1987	66	83	18	77	86	9
(CA)	1991	74	84	9	82	86	4
	1994	74	85	12	81	87	6
	1997	—	—	—	—	—	—
Czech Republic	1992	—	—	—	—	—	—
(CZ)	1996	—	—	—	—	—	—
Denmark	1987	—	—	—	—	—	—
(DE)	1992	—	—	—	—	—	—
Finland	1987	—	—	—	—	—	—
(FI)	1991	87	85	-2	88	85	-3
	1995	—	—	—	—	—	—
	2000	—	—	—	—	—	—
France	1989	—	—	—	—	—	—
(FR)	1994	76	93	17	87	94	7
Germany	1984	54	84	29	75	96	21
(GE)	1989	58	83	26	71	91	19
	1994	67	87	20	72	84	12
	2000	73	87	14	81	90	9

Young Children Age Zero to Six			Older Children Age Seven to Seventeen		
All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
11%	36%	52%	62%	89%	27%
47	87	40	59	89	31
35	88	54	59	82	23
42	90	48	68	85	17
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
71	97	27	69	93	24
48	81	33	62	81	19
55	81	25	72	79	7
55	82	27	72	80	8
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
74	86	12	86	80	-7
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
66	94	28	77	90	12
32	83	52	50	78	28
31	81	50	55	80	25
33	83	50	65	84	19
34	83	49	73	81	8

Table A.6 (Continued)

Country	Year	All Adults			Highly Educated		
		All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
Hungary (HU)	1991	—	—	—	—	—	—
	1994	—	—	—	—	—	—
Italy (IT)	1991	39%	98%	59%	86%	96%	10%
	1995	63	96	33	112	100	-12
	2000	65	97	32	87	97	9
Luxembourg (LX)	1985	—	—	—	—	—	—
	1991	—	—	—	—	—	—
	1994	—	—	—	—	—	—
	1997	—	—	—	—	—	—
Netherlands (NE)	2000	—	—	—	—	—	—
	1991	48	83	35	67	85	18
	1994	60	87	27	78	90	11
	1997	—	—	—	—	—	—
Norway (NO)	2000	—	—	—	—	—	—
	1991	—	—	—	—	—	—
	1995	—	—	—	—	—	—
Poland (PO)	2000	—	—	—	—	—	—
	1995	—	—	—	—	—	—
	1997	—	—	—	—	—	—
Russian Federation (RU)	1992	—	—	—	—	—	—
	1995	—	—	—	—	—	—
	2000	—	—	—	—	—	—
Slovenia (SL)	1997	—	—	—	—	—	—
	1999	—	—	—	—	—	—
Spain (SP)	1990	—	—	—	—	—	—
Sweden (SW)	1992	86	87	1	89	89	0
	1995	86	86	0	89	84	-4
	2000	—	—	—	—	—	—
United Kingdom (UK)	1986	—	—	—	—	—	—
	1991	72	82	10	76	84	7
	1995	79	85	6	85	87	2
United States (US)	1969	—	—	—	—	—	—
	1974	45	74	30	54	79	25
	1986	63	79	16	72	81	9
	1991	72	83	11	81	86	5
	1994	75	85	10	82	87	5
	1997	77	86	9	83	87	5
2000	79	87	8	84	88	4	

Young Children Age Zero to Six			Older Children Age Seven to Seventeen		
All (1)	Workers (2)	Difference (2-1)	All (1)	Workers (2)	Difference (2-1)
—	—	—	—	—	—
—	—	—	—	—	—
54%	101%	47%	50%	97%	48%
54	96	42	59	93	34
58	97	39	61	96	35
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
27	84	57	38	77	39
47	93	47	50	78	28
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
—	—	—	—	—	—
70	81	11	81	84	3
63	81	18	76	82	6
—	—	—	—	—	—
—	—	—	—	—	—
48	82	34	74	78	4
54	85	31	73	80	7
—	—	—	—	—	—
25	71	46	45	71	26
45	77	32	61	74	13
57	79	22	70	77	7
61	83	21	72	79	7
64	82	18	74	81	7
64	82	18	78	83	5

Source: Luxembourg Income Study (LIS 2003).